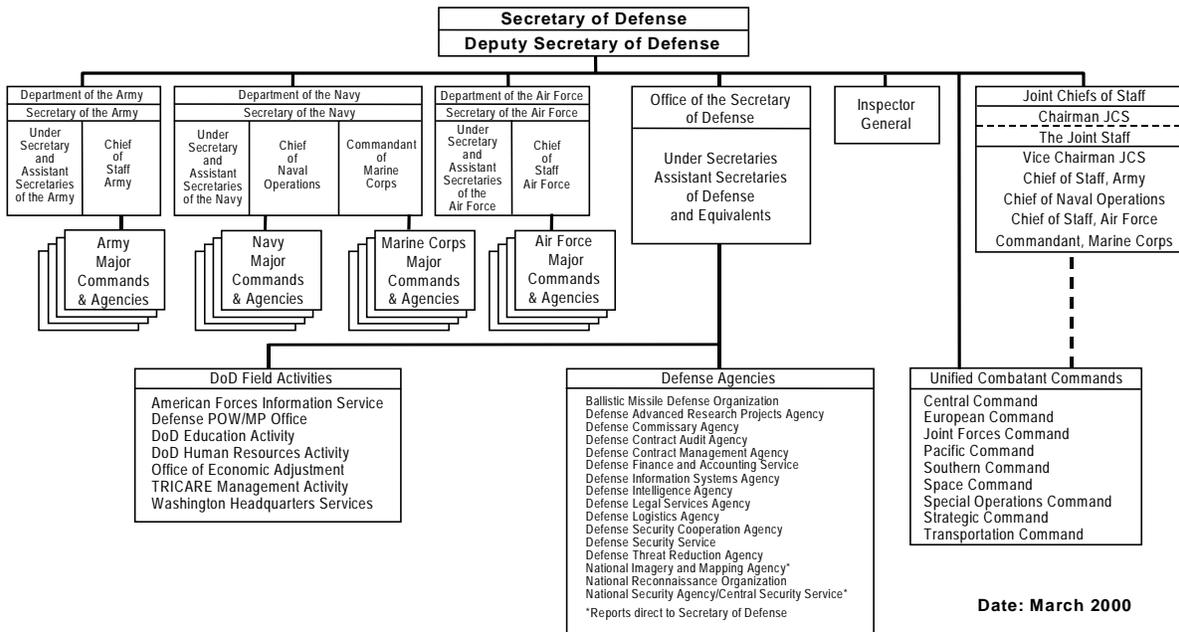


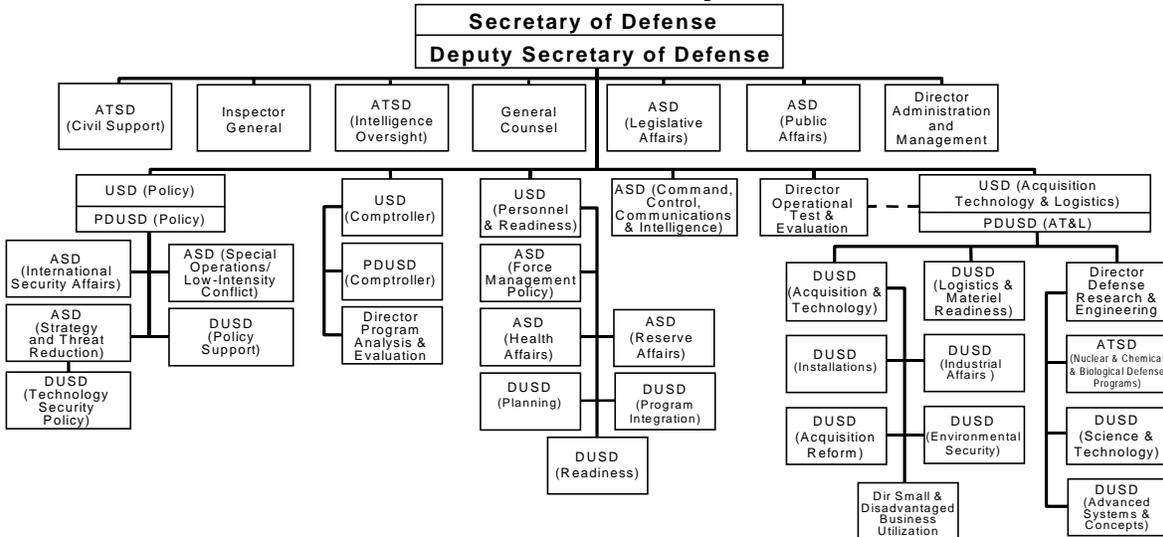
# APPENDICES



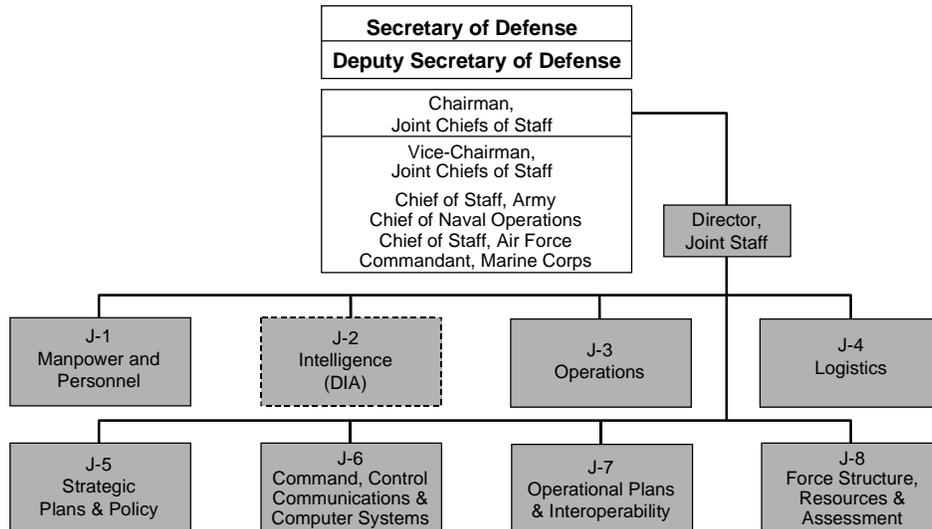
# Department of Defense



# Office of the Secretary of Defense

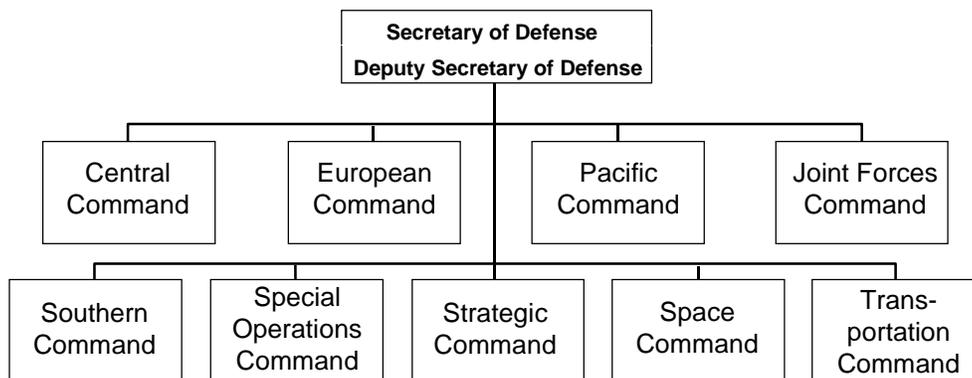


## Joint Chiefs of Staff



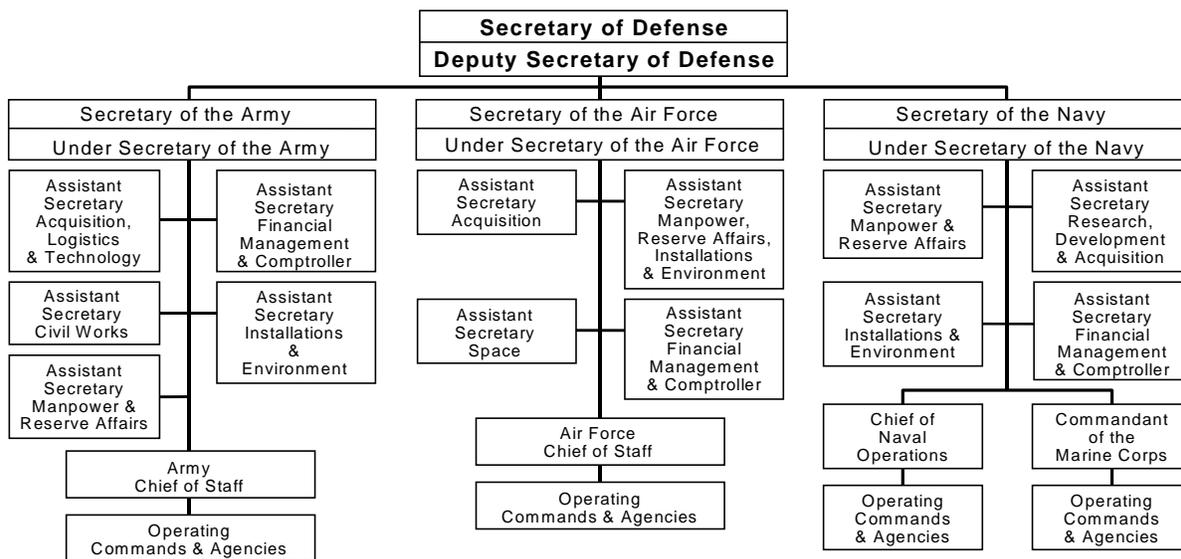
Date: May 1996

## Unified Combatant Commands



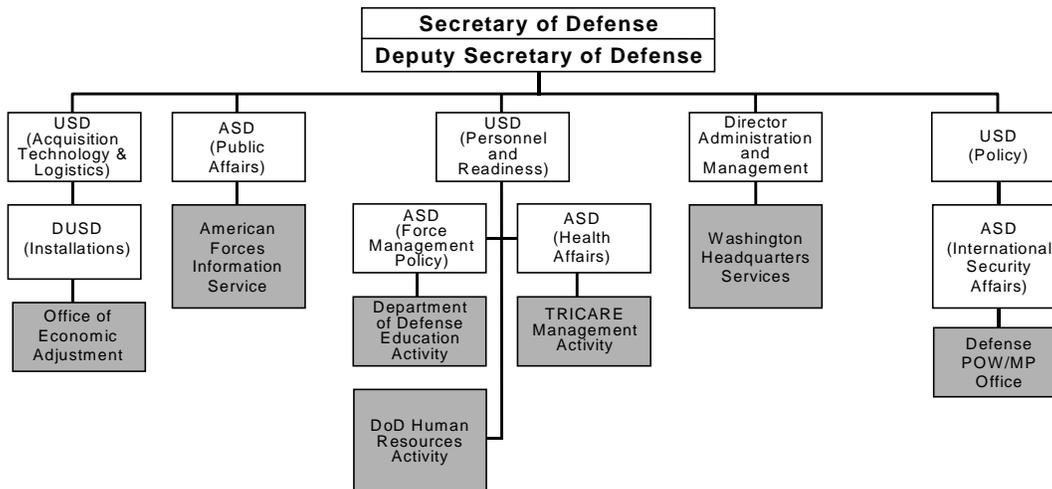
Date: October 1999

## Military Departments



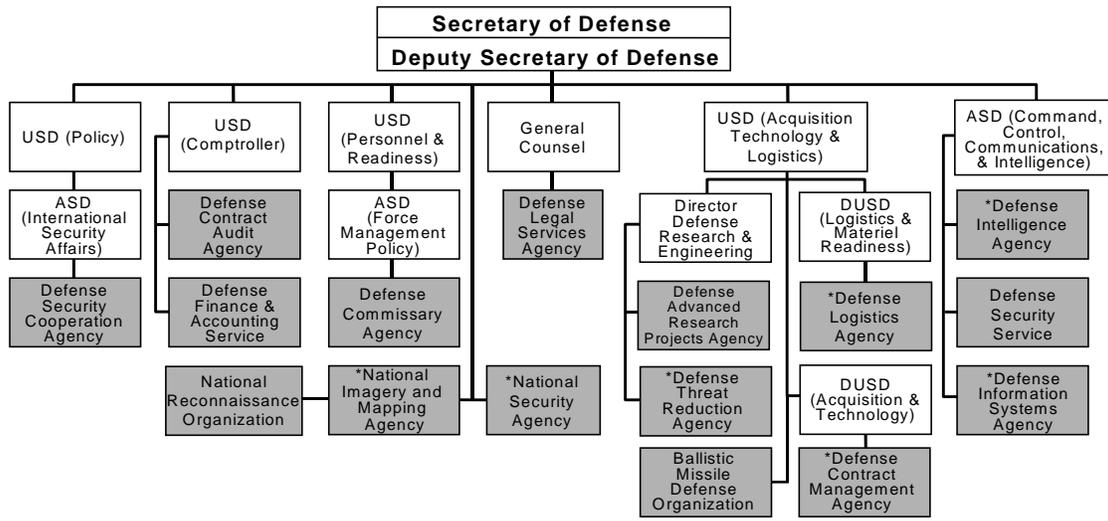
Date: July 1999

## DoD Field Activities



Date: February 2000

# Defense Agencies



# APPENDIX B

## BUDGET TABLES

Budget Tables are not provided in this report because data were not finalized at the time of publication. Planned FY 2002 funding (and some FY 2001 spending) are subject to change by the incoming Bush Administration. Budget data will be published and submitted to Congress as soon as possible once finalized.

Once new budget data are available, it will be available at the websites where previous data have been located. The most extensive budget data are available on the DoD website <http://www.dtic.mil/comptroller>. Click on Defense Budget, then National Defense Budget Estimates (Green Book). Future year projections and other data are available in the *President's Budget of the United States Government* for each budget year. This annual multi-volume text also is at <http://www.gpo.gov/usbudget/>. Select the latest budget year, then Historical Tables. In the Historical Tables volume, select Table 3.1 for defense's share of national data, Table 3.2 for outlays by appropriations title, and Table 5.1 for budget authority by title.



# APPENDIX C

## PERSONNEL TABLES

Table C-1

### Military and Civilian Personnel Strength<sup>a,b</sup> (End Fiscal Year—Dollars in Thousands)

	FY 1989	FY 1990	FY 1991	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000
<b>Active Component</b>												
Army	769.7	750.6	725.4	611.3	572.4	541.3	508.6	491.1	491.7	483.9	479.4	482.2
Navy	592.7	582.9	571.3	541.9	510.0	468.7	434.6	416.7	395.6	382.3	373.0	373.3
Marine Corps	197.0	196.7	195.0	184.6	178.4	174.2	174.6	174.9	173.9	173.1	172.6	173.3
Air Force	570.9	539.3	510.9	470.3	444.4	426.3	400.4	389.0	377.4	367.5	360.6	355.7
<b>Total</b>	<b>2130.2</b>	<b>2069.4</b>	<b>2002.6</b>	<b>1808.1</b>	<b>1705.1</b>	<b>1610.5</b>	<b>1518.2</b>	<b>1471.7</b>	<b>1438.6</b>	<b>1406.8</b>	<b>1385.7</b>	<b>1384.4</b>
<b>Reserve Component Military (Selected Reserve)</b>												
Army National Guard	457.0	437.0	441.3	426.5	409.9	369.9	374.9	370.0	370.0	362.4	357.5	353.0
Army Reserve	319.2	299.1	299.9	302.9	275.9	259.9	241.3	226.2	212.9	205.0	205.2	206.9
Naval Reserve	151.5	149.4	150.5	142.3	132.4	107.6	100.6	98.0	95.3	93.2	89.0	86.3
Marine Corps Reserve	43.6	44.5	44.0	42.3	41.7	40.7	40.9	42.1	42.0	40.8	40.0	39.7
Air National Guard	116.1	117.0	117.6	119.1	117.2	113.6	109.8	110.5	110.0	108.1	105.7	106.4
Air Force Reserve	83.2	83.8	84.5	81.9	80.6	79.6	78.3	73.7	72.0	72.0	71.7	72.3
<b>Total</b>	<b>1170.6</b>	<b>1130.8<sup>c</sup></b>	<b>1137.8<sup>c</sup></b>	<b>1114.9</b>	<b>1057.7</b>	<b>971.3</b>	<b>945.8</b>	<b>920.4</b>	<b>902.2</b>	<b>881.5</b>	<b>869.1</b>	<b>864.6</b>
<b>Civilian<sup>d</sup></b>												
Army	401.5	398.4	369.6	364.5	327.3	289.5	272.7	258.6	246.7	232.5	225.9	221.9
Navy/Marine Corps	350.2	349.0	331.8	319.5	295.0	276.5	259.3	239.9	222.6	207.6	206.9	196.6
Air Force	258.6	255.4	235.0	215.0	208.2	196.6	188.9	182.6	180.0	174.4	165.7	162.7
DoD Agencies	97.1	99.6	112.4	139.4	153.6	154.0	144.3	137.6	136.5	125.6	112.5	117.2
<b>Total</b>	<b>1107.4</b>	<b>1102.4</b>	<b>1048.7</b>	<b>1038.4</b>	<b>984.1</b>	<b>916.5</b>	<b>865.2</b>	<b>818.7</b>	<b>798.8</b>	<b>747.8</b>	<b>724.4</b>	<b>698.3</b>

<sup>a</sup> As of September 30, 2000.

<sup>b</sup> Numbers may not add to totals due to rounding.

<sup>c</sup> Does not include 25,600 members of the Selected Reserve who were activated for Operation Desert Shield, displayed in the FY 1990 active strength total and paid from the Active Military Personnel Appropriations account.

<sup>d</sup> Does not include 17,059 members of the Selected Reserve who were activated for Operation Desert Shield/Storm, displayed in the FY 1991 active strength total and paid for from the Active Military Personnel Appropriations account.

<sup>e</sup> Includes direct and indirect hire civilian full-time equivalents.

Table C-2

**Military and Civilian Personnel Strength<sup>a,b</sup> (End Fiscal Year—Dollars in Thousands)**

	FY 1988	FY 1989	FY 1990	FY 1991	FY 1992	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000
Germany	249	249	228	203	134	105	88	73	49	60	70	66	69
Other Europe	74	71	64	62	54	44	41	37	62 <sup>c</sup>	48	42	40	44
Europe, Afloat	33	21	18	20	17	17	9	8	4	3	4	4	4
South Korea	46	44	41	40	36	35	37	36	37	36	37	36	37
Japan	50	50	47	45	46	46	45	39	43	41	40	40	40
Other Pacific	17	16	15	9	3	1	1	1	1	1	1	1	1
Pacific Afloat (including Southeast Asia)	28	25	16	11	13	17	15	13	15	14	18	21	23
Latin America/ Caribbean	15	21	20	19	18	18	36 <sup>d</sup>	17	12	8	11	8	8
Miscellaneous	29	13	160	39 <sup>c</sup>	23	25	15	14	17	15	37	32	31
<b>Total<sup>e</sup></b>	<b>541</b>	<b>510</b>	<b>609</b>	<b>448</b>	<b>344</b>	<b>308</b>	<b>287</b>	<b>238</b>	<b>240</b>	<b>226</b>	<b>260</b>	<b>247</b>	<b>258</b>

<sup>a</sup> As of September 30, 2000.

<sup>b</sup> Numbers may not add to totals due to rounding.

<sup>c</sup> Includes 118,000 shore-based and 39,000 afloat in support of Operation Desert Storm.

<sup>d</sup> Includes 17,500 in Haiti and 4,000 afloat in the Western Hemisphere.

<sup>e</sup> Includes 26,000 in the former Republic of Yugoslavia and Hungary in support of operations in Bosnia and Herzegovina.

# APPENDIX D

## FORCE STRUCTURE TABLES

<b>Table D-1</b>							
<b>Department of Defense Strategic Force Highlights<sup>a</sup></b>							
	<b>FY 1995</b>	<b>FY 1996</b>	<b>FY 1997</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 2001</b>
<b>Land-Based ICBMs<sup>b</sup></b>							
Minuteman II (1 warhead each) plus Minuteman III (up to 3 warheads each)	535	530	530	500	500	500	500
Peacekeeper (10 warheads each)	50	50	50	50	50	50	50
<b>Heavy Bombers (PAI)<sup>c</sup></b>							
B-52	74	56	56	56	56	56	56
B-1 <sup>d</sup>	60	60	60	70	74	80	82
B-2	6	9	10	12	13	16	16
<b>Submarine-Launched Ballistic Missiles<sup>b</sup></b>							
Poseidon (C-3) and Trident (C-4) missiles on pre-Ohio-class submarines	0	0	0	0	0	0	0
Trident (C-4 and D-5) missiles on Ohio-class submarines	360	384	408	432	432	432	432
NOTE: PAI = primary aircraft inventory.							
<sup>a</sup> Force levels shown are for the ends of the fiscal years in question.							
<sup>b</sup> Number of operational missiles not in maintenance or overhaul status.							
<sup>c</sup> Excludes backup and attrition reserve aircraft as well as aircraft in depot maintenance. Total inventory counts will be higher than the PAI figures given here.							
<sup>d</sup> B-1 bombers are accountable under START I but will not be accountable under START II.							

Table D-2							
<b>Department of Defense General Purpose Force Highlights</b>							
	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
<b>Land Forces</b>							
<b>Army Divisions</b>							
Active	12	10	10	10	10	10	10
Reserve	8	8	8	8	8	8	8
<b>Marine Corps Divisions</b>							
Active	3	3	3	3	3	3	3
Reserve	1	1	1	1	1	1	1
<b>Army Separate Brigades<sup>a</sup></b>							
Active	3	3	3	3	3	3	3
Reserve	24	22	18	18	18	18	18
<b>Tactical Air Forces (PMAI/Squadron)<sup>b</sup></b>							
<b>Air Force Fighter and Attack Aircraft<sup>c</sup></b>							
Active	936/53	936/52	936/52	936/52	936/49	936/47 <sup>d</sup>	906/45
Reserve	576/38	504/40	504/40	504/40	519/38	549/38	549/38
<b>Conventional Bombers</b>							
B-1 (Active/Reserve)	0	0	0	36/18	36/18	36/16	36/16
<b>Navy Fighter and Attack Aircraft</b>							
Active	528/44	504/37	456/36	456/36	432/36	432/36	432/36
Reserve	38/3	38/3	38/3	38/3	36/3	36/3	36/3
<b>Marine Corps Fighter and Attack Aircraft</b>							
Active	320/23	308/21	308/21	308/21	280/21	280/21	280/21
Reserve	48/4	48/4	48/4	48/4	48/4	48/4	48/4
<b>Naval Forces</b>							
Strategic Forces Ships	16	17	18	18	18	18	18
Battle Forces	300	294	292	271	256	259	259
Support Forces Ships	37	26	26	26	25	25	25
Reserve Forces Ships	19	18	18	18	18	16	15
<b>Total Ship Battle Forces</b>	372	355	354	333	317	318	317
Mobilization Category B: Mine Warfare Ships	1	2	6	8	10	9	9
Local Defense Mine Warfare Ships and Coastal Defense Craft	12	13	13	13	12	13	13
<b>Total Other Forces<sup>e</sup></b>	13	15	19	21	22	22	22
NOTE: PMAI = primary mission aircraft inventory.							
<sup>a</sup> Includes the Eskimo Scout Group and the armored cavalry regiments.							
<sup>b</sup> The PMAI counts given here include combat-coded aircraft only.							
<sup>c</sup> Reductions in the number of squadrons reflect consolidations and organizational changes.							
<sup>d</sup> A previously planned reduction to 906 aircraft was delayed to FY 2001 because of delays in converting some combat units into training units.							
<sup>e</sup> Excludes auxiliaries and sealift forces.							

Department of Defense Airlift and Sealift Force Highlights							Table D-3
	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
<b>Intertheater Airlift (PMAI)<sup>a</sup></b>							
C-5	104	104	104	104	104	104	104
C-141	199	187	163	143	136	104	88
KC-10 <sup>b</sup>	54	54	54	54	54	54	54
C-17	17	22	24	30	37	46	58
<b>Intratheater Airlift (PMAI)<sup>a</sup></b>							
C-130 <sup>c</sup>	428	432	430	425	425	425	418
<b>Sealift Ships, Active<sup>d</sup></b>							
Tankers	18	12	13	10	10	10	10
Cargo	51	49	48	43	49	52	57
<b>Sealift Ships, Reserve</b>							
RRF <sup>e</sup>	77	82	87	88	87	87	72 <sup>f</sup>
NOTE: PMAI = primary mission aircraft inventory.							
<sup>a</sup> Includes the active and reserve component inventories. The numbers shown reflect only combat support and industrial-funded PMAI aircraft; development/test and training aircraft are excluded.							
<sup>b</sup> Includes 37 KC-10s allocated for airlift missions.							
<sup>c</sup> Does not include Department of the Navy aircraft.							
<sup>d</sup> Includes fast sealift (FSS), afloat prepositioning, and common-user (charter) ships, plus (through FY 1998) aviation support ships. From FY 1999 on, includes large, medium-speed roll-on/roll-off (LMSR) vessels and Ready Reserve Force (RRF) ships tendered to the Military Sealift Command (MSC). All of the ships (except for the surge LMSR and FSS vessels) are in full operational status; the FSS ships and surge LMSRs are available on four days' notice.							
<sup>e</sup> The RRF includes vessels assigned to 4-, 5-, 10-, or 20-day reactivation readiness status. The ship counts shown exclude RRF vessels tendered to the MSC for use in the prepositioning program. Inventory figures for FY 1999, FY 2000, and FY 2001 include aviation support ships.							
<sup>f</sup> The decline in the RRF inventory in FY 2001 reflects the retirement of older breakbulk ships that had been retained pending delivery of the majority of the LMSRs.							

<b>Department of Defense Special Operations Force Highlights</b>							<b>Table D-4</b>
	<b>FY 1995</b>	<b>FY 1996</b>	<b>FY 1997</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 2001</b>
<b>Army</b>							
<b>Army Special Forces Groups</b>							
Active	5	5	5	5	5	5	5
National Guard	2	2	2	2	2	2	2
<b>Army Psychological Operations Groups</b>							
Active	1	1	1	1	1	1	1
Reserve	2	2	2	2	2	2	2
<b>Army Special Operations Regiments</b>							
Aviation	1	1	1	1	1	1	1
Ranger	1	1	1	1	1	1	1
<b>Army Civil Affairs</b>							
Battalions (Active)	1	1	1	1	1	1	1
Brigades (Reserve)	9	9	9	8	8	8	8
Commands (Reserve)	3	3	3	4	4	4	4
<b>Air Force</b>							
<b>Air Force Special Operations (Wings/Groups)</b>							
Active	1/2	1/2	1/2	1/2	1/2	1/2	1/2
National Guard	0/1	0/1	0/1	0/1	0/1	0/1	0/1
Reserve	1/0	1/0	1/0	1/0	1/0	1/0	1/0
Air Force Special Tactics Groups	1	1	1	1	1	1	1
<b>Navy</b>							
Naval Special Warfare Groups	3	3	3	3	3	3	3
Naval Special Boat Squadrons	2	2	2	2	2	2	2

# APPENDIX E

## GOLDWATER-NICHOLS ACT IMPLEMENTATION REPORT

This appendix contains the Department's Joint Officer Management Annual Report for FY 2000. The Joint Duty Assignment Management Information System (JDAMIS) was used to produce all of this report, except for the "Progress/Compliance with title 10, United States Code, Section 619a" part, Table E-2, and "Reasons" portions of Tables E-9 and E-11.

### **PROGRESS/COMPLIANCE WITH TITLE 10, UNITED STATES CODE, SECTION 619A**

Section 931 of the Fiscal Year 1994 National Defense Authorization Act requires each Military Service to develop and implement personnel plans to permit the orderly promotion of officers to brigadier general or rear admiral (lower half). The Department continues to benefit from the Joint Officer Management Program enacted by the Goldwater-Nichols Act of 1986. The number of individual officers who are educated and experienced in joint matters continues to grow, with the leadership of the Services conveying to their officer corps the importance of joint duty and joint education. Joint duty has become the norm vice the exception. As a positive indicator of that commitment, the Department, in 2000, witnessed a significant reduction in the number of requests to waive the requirement for an officer to have a completed a joint tour of duty prior to selection for promotion to O-7.

The following brigadier general/rear admiral (lower half) promotion boards were approved during FY 2000 not including professionals:

	<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>	<b>Total</b>
Number of officers selected for O-7	40	41	10	36	127
Number of officers joint qualified	30	37	10	23	100
Percent of officers joint qualified	75	90	100	64	79

The Department remains committed in ensuring the completion of a joint duty assignment remains an essential element of an officer's ability to perform duties at the general/flag officer level. Attention will continue to be devoted to guarantee long-term compliance with the personnel policy objectives of the Goldwater-Nichols DoD Reorganization Act of 1986. The Department will continue to emphasize the importance that significant numbers of officers be educated, trained, and experienced in joint matters to enhance the joint warfighting capability of the United States, through a heightened awareness of joint requirements and multi-Service perspectives. These goals will continue to serve as a benchmark in maintaining U.S. military strength and effectiveness as a world leader.

<b>Table E-1</b>					
<b>Summary of Joint Specialty Officer (JSO) and JSO Nominee Designations for FY 2000</b>					
	<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>	<b>Total</b>
Number of officers designated as JSOs	324	0*	54	239	617
Number of officers designated as JSO Noms	510	640	179	473	1,802
Number of JSO noms designated under COS provisions	269	298	114	319	1,000
NOTE: The Air Force did not conduct a JSO Board during FY 2000.					

<b>Table E-2</b>			
<b>Critical Occupational Specialities (COS)</b>			
<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>
Infantry	Pilot	Infantry	Surface
Armor	Navigator	Tanks/AAV	Submariner
Artillery	Command/Control Operations	Artillery	Aviation
Air Defense Artillery	Space/Missile Operations	Air Control/Air Support	SEALS
Aviation		Anti-Air Warfare	Special Operations
Special Operations		Aviation	
Combat Engineers		Engineers	

<b>Table E-3</b>					
<b>Summary of Officers on Active Duty with a Critical Occupational Speciality (as of September 30, 2000)</b>					
	<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>	<b>Total</b>
COS officers who have completed JPME	1,279	2,070	500	1,466	5,315
COS officers designated as JSOs	971	998	363	927	3,259
COS officers designated as JSO Noms	1,644	3,027	613	2,266	7,550
COS officers designated as JSO Noms who have not completed JPME	1,259	1,936	464	1,763	5,422
COS JSO Noms currently serving in a JDA	628	1,094	283	951	2,956
COS JSO Noms who completed a JDA and are currently attending JPME	11	7	0	0	18

Table E-4					
<b>Summary of JSOs with Critical Occupational Specialties Who Are Serving or Have Served in a Second Joint Assignment (as of September 30, 2000)</b>					
	USA	USAF	USMC	USN	Total
<b>Field Grade</b>					
Have Served <sup>a</sup>	284(102)	320(130)	37(17)	94(40)	735(289)
Are Serving <sup>a</sup>	112(36)	120(42)	11(2)	70(17)	313(97)
<b>General/Flag</b>					
Have Served <sup>a</sup>	18(6)	47(16)	13(9)	9(5)	87(36)
Are Serving <sup>a</sup>	13(7)	26(10)	7(3)	7(2)	53(22)
<sup>a</sup> Number in parenthesis indicates number of second joint assignments, which were critical joint positions.					

Table E-5					
<b>Analysis of the Assignment Where Officers Were Reassigned (in FY 2000) on Their First Assignment Following Designation as a JSO</b>					
	USA	USAF	USMC	USN	Total
<b>Assignment Category</b>					
Command	50	22	14	47	133
Service Headquarters			25	8	7
Joint Staff Critical	1	2	0	0	3
Joint Staff Other	2	3	0	0	5
Other JDA	54	12	3	19	88
Professional Military Education	66	23	1	9	99
Retirement/Separation			6	1	0
Other Operations	78	25	10 <sup>a</sup>	16	129
Other Staff	42	14	12	26	94
Other Shore (Navy)				27	27
<sup>a</sup> For the Marine Corps: Other Operations = Fleet Marine Force; Other Staff = Non-Fleet Marine Force					

<b>Table E-6</b>					
<b>Average Length of Tour of Duty in Joint Duty Assignments (FY 2000) (in months)</b>					
	USA	USAF	USMC	USN	Total
<b>General/Flag Officers</b>					
Joint Staff	33.7	23.8	23.0	20.5	25.0
Other Joint	28.0	24.4	28.0	26.4	26.4
Joint Total	28.4	24.3	27.4	25.0	26.2
<b>Field Grade Officers</b>					
Joint Staff	33.0	34.8	33.3	34.3	34.0
Other Joint	37.3	36.8	36.6	38.9	37.3
Joint Total	36.9	36.7	36.3	38.5	37.1

<b>Table E-7</b>					
<b>Summary of Tour Length Exclusions for FY 2000</b>					
	USA	USAF	USMC	USN	Total
<b>Category</b>					
Retirement	114	137	12	51	314
Separation	0	0	0	20	20
Suspension from duty			4	1	0
Compassionate/Medical			7	6	0
Other joint after promotion			10	7	0
Reorganization	2	83	2	2	89
Joint overseas-short tours			208	135	3
Second tours	33	39	2	11	85
Joint accumulation	30	54	1	17	102
COS reassignment	113	143	38	197	491
<b>Total</b>	521	605	58	342	1,526

<b>Table E-8</b>					
<b>Joint Duty Position Distribution by Service (as of September 30, 2000)</b>					
	<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>	<b>Total</b>
Joint Staff Positions	265	254	63	204	786
Other Joint Duty Assignment Positions	2,738	2,997	479	1,737	7,951
Total Joint Duty Assignment Positions	3,003	3,251	542	1,941	8,737
Percent of Total Number of Joint Duty Assignments:	34.4	37.2	6.2	22.2	100
Percent of Total Number of Officers <sup>a</sup>	30.7	36.2	9.3	23.8	100

<sup>a</sup> Total Commissioned Officers: O-3 through O-10 less professional categories.

<b>Table E-9</b>					
<b>Critical Position Summary (as of September 30, 2000)</b>					
	<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>	<b>Total</b>
Total number of critical positions	313	286	54	149	802
Number of vacant critical positions	62	78	6	33	179
Number of critical positions filled by JSOs	156	148	7	58	369
Percent of critical positions filled by JSOs	49.8	51.7	13	38.9	46.0
Number of critical positions filled by non-JSOs	95	60	41	58	254
Percent of critical positions filled by JSOs/non-JSOs	80.2	72.7	88.9	77.9	77.7

<b>Reasons for Filling Critical Positions with Officers Who Are Not JSOs</b>	
Position filled by non-JSO incumbent prior to being a joint position	0
Position being converted to a non-critical position or being deleted	4
Joint specialty officer not yet available	3
Best qualified officer not joint specialist	184
Position filled by non-JSO incumbent prior to being a critical position	6
Other	7

<b>The following organizations have joint duty critical positions, which are filled by officers who do not possess the joint specialty</b>	
JFCOM	13
CENTCOM	15
NORAD	3
OSD	8
EUCOM	21
CJCS Activities	13
SPACECOM	11
DoD Agencies	43
Joint Staff	35
STRATCOM	9
G/F Officers	22
PACOM	23
SOCOM	7
SOUTHCOM	12
TRANSCOM	6
NATO Support	1
<b>Cross-Department</b>	
ACE	7
ACA	2
NATO Mil Comm	2
<b>Total</b>	<b>254</b>

<b>Table E-10</b>					
<b>Comparison of Waiver Usage (FY 2000)</b>					
<b>Field Grade Section</b>	<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>	<b>Total</b>
JSO Designations	313	0 <sup>b</sup>	54	237	604
JSO Sequence Waivers	11	0 <sup>b</sup>	0	6	17
JSO Two-Tour Waivers	12	0 <sup>b</sup>	2	13	27
JSOs Graduating from JPME	7	6	2	4	19
JDA Assignment Waivers Granted	3	0	0	1	4
Field Grade Officers who Departed JDAs	1,089	1,258	156	627	3,130
Field Grade JDA tour length waivers	78	112	1	29	220
<b>General/Flag Officer Section</b>	<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>	<b>Total</b>
JSO Designations	11	0	2	2	604
JSO Desig Waivers	3	0	1	0	17
General/Flag Officers Who Departed JDAs	44	49	12	20	125
General/Flag Officer JDA Tour Length Waivers	11	24	4	7	46
Attended CAPSTONE	47	46	11	27	131
CAPSTONE Waivers	0	0	0	0	0
Selected for Promotion to O-7 <sup>a</sup>	40	41	10	36	127
Good of the Service Waivers	4	0	0	3	7
Other Waivers			17	0	1
<sup>a</sup> Does not include professional categories. <sup>b</sup> The Air Force did not conduct a JSO Board in FY 2000.					

<b>Table E-11</b>					
<b>Joint Professional Military Education Phase II Summary (FY 2000)</b>					
	<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>	<b>Total</b>
Students Graduating from AFSC in FY 2000	253	331	62	169	815
Students Who Had Not Completed Resident PME	82	249	16	57	404
Percent of Total	32.4	75.2	25.8	33.7	49.6
Students Who Had Completed Non-Resident PME	80	248	15	50	393
Percent of Total	31.6	74.9	24.2	29.6	48.2
Students Without Resident or Non-Resident PME	2	1	1	7	11
Percent of Total	0.8	0.3	1.6	4.1	1.3

<b>Reasons for Students Not Completing Resident Professional Military Education (PME) Prior to Attending Phase II</b>	
Officer Completed Phase I by Correspondence/Seminar	392
Officer Completed Phase I Equivalent Program	1
Officer Scheduled To Attend a Resident PME Immediately Following Phase II	5
Officer Career Path Did Not Allow Attendance at a Resident PME Program	0
Other	5

<b>Table E-12</b>					
<b>Temporary Joint Task Force Credit (FY 2000)</b>					
<b>Category</b>	<b>USA</b>	<b>USAF</b>	<b>USMC</b>	<b>USN</b>	<b>Total</b>
Full Joint Tour Credit	0	0	0	0	0
Cumulative Credit	0	0	0	0	0

Table E-13										
<b>Army Joint Officer Promotion Comparisons</b>										
Grade	Category	Are Serving In			Have Served In			Total In Zone		
		IZ%	BZ%	AZ%	IZ%	BZ%	AZ%	Con	Sel	%
O-8	Joint Staff	100	N/A	N/A	67	N/A	N/A	6	5	83.3
	JSO	N/A	N/A	N/A	N/A	N/A	N/A	21	10	47.6
	Service Hqs	33	N/A	N/A	75	N/A	N/A	10	5	50.0
	Other Joint	20	N/A	N/A	45	N/A	N/A	16	6	37.5
	Board Avg	51	N/A	N/A	51	N/A	N/A	59	30	50.8
O-7	Joint Staff	0	N/A	17	4	N/A	7	158	12	7.6
	JSO	0	N/A	1	3	N/A	4	554	14	2.5
	Service Hqs	0	N/A	3	3	N/A	3	412	11	2.7
	Other Joint	2	N/A	2	0	N/A	90	525	7	1.3
	Board Avg	2	N/A	3	2	N/A	3	1701	40	2.4
O-6	Joint Staff	80	0	11	74	4	33	46	35	76.1
	JSO	58	0	0	73	5	0	168	127	75.6
	Service Hqs	73	2	0	54	4	0	157	97	61.8
	Other Joint	43	0	5	26	1	0	207	70	33.8
	Board Avg	50	2	3	50	2	3	777	386	49.7
O-5	Joint Staff	100	63	0	100	0	0	15	15	100.0
	JSO	67	0	0	78	0	0	10	8	80.0
	Service Hqs	78	12	9	74	19	0	106	80	75.5
	Other Joint	84	9	9	75	1	3	364	296	81.3
	Board Avg	72	6	6	72	6	6	1590	1145	72.0
O-4	Joint Staff	0	0	0	0	0	0	0	0	0.0
	JSO	0	0	0	0	0	0	0	0	0.0
	Service Hqs	100	13	100	100	0	0	7	7	100.0
	Other Joint	100	0	100	0	0	0	2	2	100.0
	Board Avg	80	5	32	80	5	32	1882	1501	79.8

Notes: CON = Considered; SEL = Selected

Table E-13										
Air Force Joint Officer Promotion Comparisons										
Grade	Category	Are Serving In			Have Served In			Total In Zone		
		IZ%	BZ%	AZ%	IZ%	BZ%	AZ%	Con	Sel	%
O-8	Joint Staff	33	N/A	N/A	0	N/A	N/A	7	2	28.6
	JSO	N/A	N/A	N/A	N/A	N/A	N/A	59	17	28.8
	Service Hqs	50	N/A	N/A	0	N/A	N/A	17	5	29.4
	Other Joint	30	N/A	N/A	50	N/A	N/A	7	3	42.9
	Board Avg	32	N/A	N/A	32	N/A	N/A	87	28	32.2
O-7	Joint Staff	6	N/A	N/A	6	N/A	N/A	51	3	5.9
	JSO	N/A	N/A	N/A	N/A	N/A	N/A	576	31	5.4
	Service Hqs	4	N/A	N/A	3	N/A	N/A	182	6	3.3
	Other Joint	1	N/A	N/A	2	N/A	N/A	213	3	1.4
	Board Avg	3	N/A	N/A	3	N/A	N/A	1599	41	2.6
O-6	Joint Staff	74	6	67	76	10	0	61	45	73.8
	JSO	76	8	8	80	14	0	116	93	80.2
	Service Hqs	68	5	0	65	5	0	202	132	65.3
	Other Joint	49	2	3	35	4	9	330	135	40.9
	Board Avg	45	4	3	45	4	3	1188	530	44.6
O-5	Joint Staff	92	4	0	100	0	N/A	15	14	93.3
	JSO	N/A	N/A	N/A	100	N/A	N/A	2	2	100.0
	Service Hqs	87	6	3	89	9	0	157	138	87.9
	Other Joint	72	5	1	66	1	3	365	256	70.1
	Board Avg	66	3	2	66	3	2	1690	1112	65.8
O-4	Joint Staff	100	N/A	N/A	N/A	N/A	N/A	1	1	100.0
	JSO	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0.0
	Service Hqs	100	N/A	100	100	N/A	N/A	43	43	100.0
	Other Joint	88	N/A	N/A	100	N/A	33	37	33	89.2
	Board Avg	89	N/A	9	89	N/A	9	2195	1943	88.5

Notes: CON = Considered; SEL = Selected

Table E-13										
<b>Marine Corps Joint Officer Promotion Comparisons</b>										
Grade	Category	Are Serving In			Have Served In			Total In Zone		
		IZ%	BZ%	AZ%	IZ%	BZ%	AZ%	Con	Sel	%
O-8	Joint Staff	100	N/A	N/A	100	N/A	N/A	2	2	100.0
	JSO	N/A	N/A	N/A	0	N/A	N/A	7	4	57.1
	Service Hqs	75	N/A	N/A	0	N/A	N/A	6	3	50.0
	Other Joint	N/A	N/A	N/A	100	N/A	N/A	1	1	100.0
	Board Avg	75	N/A	N/A	75	N/A	N/A	12	9	75.0
O-7	Joint Staff	50	N/A	N/A	0	N/A	N/A	3	1	33.3
	JSO	N/A	N/A	N/A	N/A	N/A	N/A	123	7	5.7
	Service Hqs	7	N/A	N/A	2	N/A	N/A	87	3	3.4
	Other Joint	0	N/A	N/A	14	N/A	N/A	31	1	3.2
	Board Avg	20	0	0	100	0	0	7	3	42.9
O-6	Joint Staff	20	0	0	100	0	0	7	3	42.9
	JSO	50	0	0	65	0	0	28	17	60.7
	Service Hqs	22	0	5	35	0	4	38	12	31.6
	Other Joint	67	0	4	14	0	0	38	18	47.4
	Board Avg	47	0	3	47	0	3	197	92	46.7
O-5	Joint Staff	100	0	0	100	N/A	0	4	4	100.0
	JSO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Service Hqs	78	0	17	75	0	3	59	45	76.3
	Other Joint	79	0	22	64	0	11	54	41	75.9
	Board Avg	64	0	7	64	0	7	422	271	64.2
O-4	Joint Staff	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	JSO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Service Hqs	80	0	33	100	0	0	17	15	88.2
	100	0	N/A	N/A	N/A	N/A	N/A	2	2	100.0
	Board Avg	85	1	21	85	1	21	522	444	85.1

Notes: CON = Considered; SEL = Selected

Table E-13

**Navy Joint Officer Promotion Comparisons**

Grade	Category	Are Serving In			Have Served In			Total In Zone		
		IZ%	BZ%	AZ%	IZ%	BZ%	AZ%	Con	Sel	%
O-8	Joint Staff	67	N/A	N/A	67	N/A	N/A	9	6	66.7
	JSO	100	N/A	N/A	71	N/A	N/A	19	15	78.9
	Service Hqs	71	N/A	N/A	67	N/A	N/A	16	11	68.8
	Other Joint	50	N/A	N/A	67	N/A	N/A	4	2	50.0
	Board Avg	71	N/A	N/A	71	N/A	N/A	31	22	71.0
O-7	Joint Staff	29	N/A	18	9	N/A	50	30	4	13.3
	JSO	0	N/A	1	4	N/A	7	104	2	1.9
	Service Hqs	3	N/A	5	4	N/A	2	62	2	3.2
	Other Joint	0	N/A	6	0	N/A	0	49	0	0.0
	Board Avg	2	N/A	3	2	N/A	3	327	5	1.5
O-6	Joint Staff	89	0	0	74	3	0	32	25	78.1
	JSO	17	0	0	75	4	0	75	54	72.0
	Service Hqs	56	2	7	64	0	0	73	43	58.9
	Other Joint	43	1	0	37	2	4	146	58	39.7
	Board Avg	48	1	3	48	1	3	588	281	47.8
O-5	Joint Staff	100	22	0	100	0	0	15	15	100.0
	JSO	50	0	0	90	0	0	21	19	90.5
	Service Hqs	86	7	16	94	0	0	74	65	87.8
	Other Joint	60	0	17	56	0	5	192	112	58.3
	Board Avg	65	1	6	65	1	6	1257	814	64.8
O-4	Joint Staff	0	0	0	0	0	0	0	0	0.0
	JSO	0	0	0	0	0	0	0	0	0.0
	Service Hqs	78	0	50	100	0	0	24	20	83.3
	Other Joint	87	0	13	73	0	100	26	21	80.8
	Board Avg	75	1	1	75	1	1	1733	1301	75.1

NOTE: The Navy conducted 45 separate promotion boards in competitive categories for grades O-6, O-5, and O-4 this fiscal year. For consistency purposes, they have been combined into one report.  
CON=Considered; SEL=Selected

**Table E-14**

**General and Flag Officers Holding Multiple Positions**

In accordance with the reporting requirements outlined in § 721(d)(2), the following table reports the number of general and flag officers who have simultaneously held both a position external to that officer's armed force and another position not external to that officer's armed force.

**Multiple Positions Counted as External to Their Armed Force**

Commander in Chief, United States Space Command  
 Commander, Air Force Space Command  
 Commander in Chief, United States Transportation Command  
 Commander, Air Mobility Command  
 Director, Command Control Systems, J-6, United States Space Command  
 Director, Communications and Information, Air Force Space Command  
 Deputy Commander, Canadian NORAD Region  
 Commander, 722 Support Squadron, Air Combat Command  
 Assistant Chief of Staff, C/J-5, United Nations Command/Combined Forces  
 Commander, Marine Forces Korea  
 Command/United States Forces Korea  
 Chief of Staff, Naval Striking and Support Forces, Southern Europe  
 Deputy Commanding General, Fleet Marine Force, Europe  
 Commander, United States Defense Forces, Iceland, United States Atlantic Command  
 Commander, Fleet Air, Keflevik

**Multiple Positions Counted as Internal to Their Armed Force**

Member, Joint Chiefs of Staff  
 Chief of Staff, United States Air Force  
 Commander, Air North  
 Commander, United States Air Forces in Europe  
 Commander, United States Forces Japan  
 Commander, 5th Air Force  
 Deputy Commander in Chief, United Nations Command Korea/ Deputy Commander, United States Forces Korea  
 Commander, 7th Air Force  
 Commander, Air South  
 Commander, 16th Air Force  
 Commander, Alaskan Command, United States Pacific Command  
 Commander, 11th Air Force  
 Director, Joint Information Operations, USSPACECOM  
 Commander, Air Intelligence Agency  
 Member, Joint Chiefs of Staff  
 Commandant of the Marine Corps  
 Member, Joint Chiefs of Staff  
 Chief of Staff, United States Army  
 Chief of Staff, United Nations Command/Combined Forces United States Forces Korea  
 Commanding General, 8th Army  
 Member, Joint Chiefs of Staff  
 Chief of Naval Operations  
 Commander in Chief, Allied Forces, Southern Europe  
 Commander, United States Naval Forces Europe  
 Commander, Naval Striking and Support Forces, Southern  
 Commander, SIXTH Fleet  
 Commander, Striking Fleet, Atlantic  
 Commander, SECOND Fleet  
 Commander, Submarine, Allied Command, Atlantic  
 Commander, Submarine Force, United States Atlantic Fleet  
 Commander, United States Naval Forces and Middle East Force/ United States Central Command  
 Commander, FIFTH Fleet  
 Commander, Maritime Air Forces, Mediterranean  
 Commander, Fleet Air Mediterranean  
 United States Pacific Command Representative, Guam  
 Commander, United States Naval Base Guam  
 Commander, Allied Submarine Force Mediterranean  
 Commander, Submarine Group EIGHT  
 Deputy Commander, Joint Sub Regional Command, South Center, Larissa, Greece  
 Deputy Commander, U.S. Marine Forces, Europe



# APPENDIX F

## PERSONNEL READINESS FACTORS BY RACE AND GENDER

This appendix responds to the National Defense Authorization Act for Fiscal Year 1996 (Public Law 103-337, Section 533) which requires that the Department submit a report of readiness factors by race and gender as part of its annual report.

### **INDISCIPLINE TRENDS**

The Department of Defense has issued a directive requiring the Services and DoD components to submit reports on criminal incidents to a central repository under the Defense Incident-Based Reporting System (DIBRS). This system was designed to incorporate the crime reporting requirements of the Uniform Federal Crime Reporting Act of 1988; the Victims Rights and Restitution Act of 1990; and the Brady Handgun Violence Prevention Act of 1994. The DIBRS includes a requirement to report information on incidents involving sexual harassment and race-motivated offenses.

The military departments began partial reporting of data to DIBRS in 1997. Funding and other problems, however, have prevented the Services from fully implementing DIBRS.

### **MILITARY EQUAL OPPORTUNITY (EO) COMPLAINT TRENDS**

Since FY 1987, the Military Services have reported annually to the Department of Defense (DoD) the number of resolved EO formal complaints filed by active duty military personnel in the categories of sexual harassment and other types of unlawful discrimination (e.g., complaints based on race, sex, national origin, and religion). Formal EO complaints are complaints that have been documented on the required Service EO complaint form. At the end of FY 1999, the number of formal complaints of sexual harassment and other types of unlawful discrimination totaled 778, representing about 1 complaint per each thousand active duty military personnel.

The percentage of confirmed sexual harassment complaints has remained at 50 percent or above since FY 1991. The percentage of confirmed other types of unlawful discrimination complaints remained over 30 percent from FY 1992 through FY 1996 and declined steadily falling to 16 percent for FY 1999. Complaint confirmation rates are not clear-cut indicators of the effectiveness of Service military equal opportunity programs. Because several factors may lead to allegations of sexual harassment or discrimination (i.e., misperceptions, mismanagement, failures to communicate, etc.), complaints that were not confirmed may be indicative of other forms of organizational problems or morale issues. Service military equal opportunity programs are composed of several dimensions (e.g., formal and informal complaint systems, education and training, climate assessment, and affirmative action initiatives) which must be assessed collectively to rate program effectiveness.

Complaint trend data from FY 1987 through FY 1999 are dissimilar for complaints of sexual harassment and complaints of other types of unlawful discrimination.

## **SEXUAL HARASSMENT COMPLAINTS**

The total number of sexual harassment complaints began at 513 in FY 1987, fluctuated through FY 1994 and declined steadily through FY 1998. The number of sexual harassment complaints peaked at 1,599 in FY 1993. The percent of substantiated sexual harassment complaints reflects an upward trend from 38 percent in FY 1987 to a high of 59 percent in FY 1995 and FY 1996. The percentage of confirmed sexual harassment complaints has remained at 50 percent or above since FY 1991. In FY 1999, 51 percent of formal sexual harassment complaints were confirmed.

## **OTHER TYPES OF UNLAWFUL DISCRIMINATION COMPLAINTS**

The total number of other types of unlawful discrimination complaints in FY 1987 was 523. For the first time in the last 11 years, the total number of complaints fell below the starting figure dropping to 456 total complaints for FY 1999. The number of other types of unlawful discrimination complaints peaked at 2,103 in FY 1992. The percent of other types of unlawful discrimination complaints that were substantiated reflects an upward trend from 26 percent in FY 1987 to a high of 41 percent in FY 1995, with a decline to 16 percent in FY 1998.

## **NONDEPLOYABILITY TRENDS**

The Office of the Secretary of Defense, in conjunction with the Services, annually reviews permanent and temporary limitations on the deployability of service members and addresses the issue of nondeployability in relation to readiness. Current Department policy recognizes Service-unique and unit-unique circumstances and provides the Services with the flexibility to manage those situations to meet readiness goals.

Nondeployability is measured in four permanent condition categories: HIV-Positive, Medical Permanent, Hazardous Duty Restriction, and Country Restriction. A service member can be counted as nondeployable in one category only. Since the Services are given some latitude in determining who is or is not deployable based on certain conditions, a meaningful comparison between Services in a number of categories is not always possible (e.g., not all Services report Hazardous Duty and/or Country Restriction categories).

Permanent medical limitations (i.e., HIV-Positive, cancer, heart disease, asthma, diabetes, and other progressive medical conditions) are a small part of the overall nondeployable population. The actual number of members with permanent conditions remains relatively small and is manageable, through the assignment process, minimizing readiness impact.

Tables F-20 to F-29 present the data for all DoD and each of the Services as of the end of FY 2000.

## **RETENTION RATES**

Retention remains a top priority across the Department. The Army, Navy, and Marines met or exceeded aggregate enlisted retention objectives in all categories. The Air Force missed retention in all categories for FY 2000; however, they were able to achieve 95 percent of their total annual mission.

While aggregate retention across all Services shows signs of improving, this masks challenges in highly technical skill sets such as communications/computer, aviation maintenance, information technology, electronic technicians, intelligence analysts, and linguists. The level of technical training and hands-on experience provided to personnel makes them very competitive in the private sector.

Today's economy is the strongest witnessed in the history of the all-volunteer force, that economic promise has opened a range of opportunities in the private sector for those in uniform who may be sitting on the fence when it comes to pursuing a military career. Attractive salary and benefits packages, coupled with geographic stability and

a predictable lifestyle, are influencing many experienced, mid-career noncommissioned and commissioned officers to pursue private sector opportunities.

While difficult to measure the effects of any particular initiative, the combined effect of pay increases, retirement reform, enhanced special and incentive pays, and tempo reduction measures have all contributed to improved retention. We must continue our focus on these retention “influencers” with particular emphasis on adding predictability to the tempo of operations and the time away from home service members currently experience. This is a significant challenge because tempo exerts such a strong influence on retention and job satisfaction.

## **FIRST-TERM REENLISTMENT RATES**

First-term retention experienced an increase within all Services in 2000. Challenges remain in highly technical skills sought after within the private sector employment market. FY 2000 marked a period where all Services first-term retention efforts have passed through the under accessed cohorts associated with the drawdown. With attrition reduction measures in place and producing measurable results, we should see an increase in the retention eligible population which in-turn will provide us more retention flexibility within critical skill sets. Each Service continues to monitor this critical population, utilize all available retention incentives, and develop new initiatives to increase retention.

## **CONTINUATION RATES**

Continuation rates are defined as those individuals who are on active duty at the start of a fiscal year and are still on active duty at the start of the next fiscal year. In other words they “continued” to serve. Continuation rates provide the Department with the best overall metric to measure behavior across all grades and Services, irrespective of remaining service obligations.

Each Service’s retention rates have been generally consistent for FY 1998, FY 1999, and FY 2000. The percentages may have increased or decreased from one year to the next by a small margin, but there are no significant increases or decreases in the actual numbers. These achievements can be attributed to the skillful execution and management of Services’ programmed personnel strategies that focus on retaining the right number of quality people to successfully meet Service missions well into the next century. Today the nation has a force that is smarter, more experienced, and more diverse. This ensures that the country’s best people, regardless of gender, are continuously encouraged to remain in the force.

In summary, the Department continues to improve the quality of U.S. forces and its readiness while maintaining its commitment to treat people fairly. The Department of Defense is pleased with the success attained this year and is ready to meet upcoming personnel challenges.

## **PROPENSITY IMPLICATIONS**

Through 1999, men's and women's propensity for military service remained substantially below pre-drawdown levels, suggesting that military recruiting will continue to present challenges. Typically, the Annual Report to the President and Congress has highlighted propensity to enlist by gender and race, consistent with section 533(b)(5) of the National Defense Authorization Act for Fiscal Year 1995. However, a recent DoD review of military recruiting practices (the so-called Eskew Murphy Review) concluded that the source of that information—the Youth Attitude Tracking Study (YATS)—should be replaced by quick-turn around surveys and focus groups. The reasoning was that such an approach would better identify emerging trends in a dynamic youth market. The Department agreed with that recommendation, and has discontinued YATS in favor of those more-flexible and responsive market research efforts. Specifically, the Department has begun quarterly polls of youth and influencers and, as a consequence, the more-detailed propensity information by race and gender is not included in this report.

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Equal Opportunity Discrimination Complaints													Table F-1	
	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	
<b>Army</b>														
Complaints Filed	87	79	50	996	1140	1119	943	691	429	615	584	421	299	
Substantiated Complaints	14	17	6	227	196	156	181	165	77	110	78	51	34	
Percent Substantiated	16	22	12	23	17	14	19	24	18	23	13	12	11	
<b>Navy</b>														
Complaints Filed	90	126	156	168	177	297	75	53	52	45	59	56	26	
Substantiated Complaints	5	4	0	11	9	233	38	38	47	29	34	21	6	
Percent Substantiated	6	3	0	7	5	78	51	72	90	64	58	38	23	
<b>Marine Corps</b>														
Complaints Filed	51	27	29	51	28	30	38	32	56	43	62	59	21	
Substantiated Complaints	3	1	3	5	6	9	5	9	21	22	27	18	7	
Percent Substantiated	6	4	10	10	21	30	13	28	38	51	44	31	33	
<b>Air Force</b>														
Complaints Filed	295	363	564	591	489	657	826	452	559	483	309	187	110	
Substantiated Complaints	115	166	272	299	213	318	357	217	299	201	105	56	24	
Percent Substantiated	39	46	48	51	44	48	43	48	53	42	34	30	22	
<b>Total DoD</b>														
Complaints Filed	523	595	799	1806	1834	2103	1882	1228	1096	1186	1014	723	456	
Substantiated Complaints	137	188	281	542	424	716	581	429	444	362	244	146	71	
Percent Substantiated	26	32	35	30	23	34	31	35	41	31	24	20	16	

<b>Sexual Harassment Complaints</b>													<b>Table F-2</b>	
	<b>1987</b>	<b>1988</b>	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	
<b>Army</b>														
Complaints Filed	240	197	151	971	432	497	649	512	424	355	390	195	150	
Substantiated Complaints	38	45	46	315	152	184	262	146	165	156	128	88	74	
Percent Substantiated	16	23	30	32	35	37	40	29	39	44	33	45	49	
<b>Navy</b>														
Complaints Filed	10	38	31	51	45	438	133	200	184	197	173	113	56	
Substantiated Complaints	5	6	10	11	13	318	93	165	178	148	119	68	29	
Percent Substantiated	50	16	32	22	29	73	70	83	97	75	69	60	52	
<b>Marine Corps</b>														
Complaints Filed	28	38	46	67	33	116	93	90	96	82	77	105	62	
Substantiated Complaints	14	5	26	26	14	52	36	37	48	48	55	49	28	
Percent Substantiated	50	13	57	39	42	45	39	41	50	59	71	47	45	
<b>Air Force</b>														
Complaints Filed	235	331	315	315	345	451	724	463	329	279	243	145	54	
Substantiated Complaints	137	215	201	219	247	331	507	332	216	183	155	88	32	
Percent Substantiated	58	65	64	70	72	73	70	72	66	66	64	61	59	
<b>Total DoD</b>														
Complaints Filed	513	604	543	1404	855	1502	1599	1265	1033	913	883	558	322	
Substantiated Complaints	194	271	283	571	426	885	898	680	607	535	457	293	163	
Percent Substantiated	38	45	52	41	50	59	56	54	59	59	52	53	51	

Table F-3			
<b>First-Term Retention Rates, FY 1999</b>			
	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>Army Enlisted Manpower</b>			
Number eligible	40,027	40,800	41,092
Number reenlisting	20,578	20,817	21,409
Percent reenlisting	51.4	51.1	52.1
<b>Navy Enlisted Manpower</b>			
Number eligible	22,399	22,552	24,160
Number reenlisting	12,402	11,603	12,684
Percent reenlisting	55.4	51.4	52.5
<b>Air Force Enlisted Manpower</b>			
Number eligible	19,194	16,698	18,768
Number reenlisting	10,324	8,128	9,768
Percent reenlisting	53.8	48.7	52
<b>Marine Corps Enlisted Manpower</b>			
Number eligible <sup>a</sup>	21,824 (4,634)	23,029 (5,480)	21,977 (5,791)
Number reenlisting	4,709	5,481	5,846
Percent reenlisting	21.5	23.8	26.6
<b>DoD Totals</b>			
Number eligible	103,444	103,079	105,977
Number reenlisting	48,013	46,029	49,707
Percent reenlisting <sup>b</sup>	46.4 (55.6)	44.6 (53.8)	46.5 (55.3)
<sup>a</sup> The number eligible reflects the total number of Marines at the end of their active service status. The Marine Corps has only limited slots per year available (shown in parentheses) to fill; these slots are considered reenlistment opportunity slots and are filled by eligible Marines.			
<sup>b</sup> The numbers are based on the total eligible to reenlist. Percentages in parentheses reflect the totals based on the Marines' available slots, not their overall total eligible.			

Table F-4															
<b>Continuation Rates, FY 1998 to FY 2000 (Active Duty Percentage Changes)</b>															
ARMY MALE															
	WHITE			BLACK			HISPANIC			OTHER			TOTAL		
GRADE	FY 1998	FY 1999	FY 2000	FY 1998	FY 1999	FY 2000	FY 1998	FY 1999	FY 2000	FY 1998	FY 1999	FY 2000	FY 1998	FY 1999	FY 2000
O-10	63.6	50	77.8	100	0	0	0	0	0	0	100	100	66.7	50	80
O-9	69.2	85	73.8	100	100	100	0	0	0	100	0	0	70.7	85.7	75.6
O-8	88.4	76.7	81.6	77.8	77.8	88.9	100	0	0	0	0	100	87.6	76	82.5
O-7	88.7	89	92.4	93.3	91.7	75	100	100	100	100	100	100	89.3	89.3	91.3
O-6	82.7	82.7	83.3	84.7	86.2	85.8	89.4	90.6	90.8	80.6	84.8	90.3	82.8	83.1	83.8
O-5	86.9	88.2	88.4	87.9	88.9	88.9	90.8	89.4	89.1	91.2	91.4	85.6	87.2	88.4	88.4
O-4	94.8	94.3	94.1	95.7	95.8	94.5	94.3	94.5	92.4	94.7	94.4	92.9	94.9	94.5	94
O-3	91.1	89.3	88.7	93.2	89.4	90.7	90.7	88.4	90	90.8	89.8	89.5	91.3	89.3	89
O-2	87	87.4	87	89.3	91.9	87.8	91.1	92.9	89	91.7	89.5	87.9	87.6	88.1	87.3
O-1	97.9	98	97.6	96.9	98.5	95.8	96.8	97.5	96.7	98.9	98.8	96.8	97.8	98	97.4
TOTAL OFFICER	91	90.5	90.3	92.7	92	91.3	92.2	91.7	91.3	92.7	91.9	90.5	91.3	90.7	90.5
W-5	80.8	78.7	76.6	81.5	86.2	86.5	40	100	85.7	40	66.7	100	79.6	79.4	78.3
W-4	83.6	86.3	84.7	86.4	90.9	91.4	82.1	93.3	83.9	93.2	90.9	87.3	84.2	87.2	85.5
W-3	90.4	88.5	87.9	85.2	87.4	88.4	85.2	85.2	87.1	87.2	84.5	82.6	89.4	88.1	87.7
W-2	93.5	92.6	91.9	94	94.5	95.2	90.5	92.2	94.2	95.4	92.3	91	93.5	92.9	92.5
W-1	98.6	98.2	97.9	98.4	98.4	97.6	98.7	98.8	100	100	97.7	98.9	98.6	98.3	98
TOTAL WARRANT	91.6	91	90.1	91.8	93.3	93.7	89.1	91.6	92.1	93.4	91	90.2	91.6	91.3	90.7
TOTAL WARRANT & OFFICER	91.1	90.6	90.3	92.5	92.3	91.8	91.6	91.7	91.5	92.8	91.7	90.5	91.3	90.8	90.5
E-9	80	79.6	77.7	84.4	86.8	86.4	82.9	87.4	83.1	77.1	85.3	84	81.3	82.8	81.6
E-8	76	80.6	81.3	77.8	81.9	83.6	77.6	83.1	81	77.8	81	83.2	76.9	81.3	82.2
E-7	86.1	89.7	89.7	83.6	84.7	85.8	85.8	86.4	86	84.5	85.5	88.3	85.1	87.5	88
E-6	90.5	92.9	91.8	90.7	93.5	93.3	91.1	93.4	92.6	91.5	93.4	92.2	90.7	93.2	92.4
E-5	83.2	84	83.4	88.5	89.4	89.3	86.5	88.5	87.7	86.4	87.3	86.4	85.1	86	85.5
E-4	74.4	74.9	74.7	81.9	81.7	80.8	78.4	78.2	78.3	78.2	78.6	78.2	76.6	76.9	76.6
E-3	84.2	83.6	83.2	85.3	85.4	84.6	88.4	88.2	87.6	87.1	85	86	84.9	84.5	84.2
E-2	82.9	82.7	83.3	83.9	82.9	84	87.7	87.6	87.5	85.4	86.1	87.5	83.7	83.4	84.1
E-1	79.4	78.7	78.8	80.9	80.5	81.1	85	86.5	86.3	82.5	81.6	82.8	80.4	80	80.3
TOTAL ENLISTED	81.8	82.5	82.2	85.5	86.3	86.2	85.1	85.8	85	84.6	85.1	85.3	83.2	83.9	83.7
TOTAL	83.8	84.2	84	86	86.7	86.6	85.7	86.3	85.6	85.6	85.9	86	84.5	85.1	84.8

Table F-5

**Continuation Rates, FY 1998 to FY 2000  
(Active Duty Percentage Changes)**

ARMY FEMALE															
GRADE	WHITE			BLACK			HISPANIC			OTHER			TOTAL		
	FY 1998	FY 1999	FY 2000	FY 1998	FY 1999	FY 2000	FY 1998	FY 1999	FY 2000	FY 1998	FY 1999	FY 2000	FY 1998	FY 1999	FY 2000
O-9	100	100	0	0	0	0	0	0	0	0	0	0	100	100	0
O-8	100	100	100	0	0	0	0	0	0	0	0	0	100	100	100
O-7	100	66.7	100	100	100	0	0	0	0	0	0	0	100	75	80
O-6	81.3	86.7	89.9	77.3	95.7	90.3	83.3	85.7	100	84	84	87	81.3	87.2	89.9
O-5	88.3	88.9	91	90.1	89.9	89.5	92.3	93.3	84.8	88	88.9	93	88.7	89.2	90.6
O-4	92.4	91.6	92.3	92.3	93.6	94.5	89.7	96.1	88	91.8	94.6	91.4	92.3	92.4	92.6
O-3	86.5	85.7	85.9	92.7	89.5	91.2	88	88.3	82.7	90	87.7	84.6	88.2	86.8	86.8
O-2	80.4	84.9	83.9	81.3	89	90	85.7	86.7	93.6	74.4	86	88.4	80.3	85.8	85.9
O-1	96.9	97	96.7	97.5	95.9	98.7	95.5	97.6	96.9	98.3	96.1	99.2	97.1	96.8	97.3
TOTAL OFFICER	88.4	88.8	89.2	91.2	91.4	92.7	89.5	91.8	88.7	88.3	89.9	89.6	89	89.5	89.9
W-5	50	0	100	0	0	0	0	0	0	0	0	0	50	0	100
W-4	84	74.1	96	50	100	100	0	100	0	0	85	50	78.6	76.7	94.3
W-3	81.5	85.5	78.1	91.7	86.5	76.5	100	83.3	50	80	91.7	70	84.8	86.2	75.6
W-2	92.3	95.4	92.2	92.4	95.5	96.7	100	100	96.3	100	90.5	90.9	93.1	95.4	94.2
W-1	98.8	98.7	97	99	97.9	98.6	100	100	100	100	87.5	100	99	97.9	98.1
TOTAL WARRANT	90.7	92.3	90.6	94.6	95.2	94.9	100	97.2	91.3	93	90.2	85	92.6	93.5	92
TOTAL WARRANT & OFFICER	88.5	89	89.3	91.6	91.9	93	90.2	92.3	89	88.6	89.9	89.3	89.2	89.8	90.1
E-9	79.4	83.6	81.3	82.9	80.8	89.4	100	100	81.8	100	70	88.9	82.9	82.4	85.7
E-8	75.5	76	78.1	80.1	84.6	86.1	91.9	82.2	89.8	79.7	83.9	84.8	78.7	81.3	83.5
E-7	80.9	88.3	86.7	87.6	89.1	86.7	86.3	90.2	87	89.4	92.2	87.2	85.7	89.2	86.8
E-6	87.8	89.5	88.4	90.7	92.9	92	91.2	93.4	93.4	89.8	93.2	91.4	89.9	92.1	91.1
E-5	79.8	77.7	78	88.3	88.4	86.9	85.5	84.2	80.8	86.5	85.8	84.8	85.2	84.4	83.4
E-4	71.9	71.2	68	81.6	80.7	79.2	80.1	77.6	76.9	79.1	77.6	76	77.1	76.2	74.1
E-3	79.1	78.5	77.7	85	83.7	82.1	86.1	84.5	83.3	85.1	82.9	82.5	82.4	81.4	80.3
E-2	75.1	75	75.5	81.4	82.4	82.3	83.2	83.2	82.1	80.3	79	84.3	78.3	78.6	79.2
E-1	67.3	68.6	68.6	76.1	78.9	77.9	80.3	78.6	80.8	74.7	74.6	79.8	71.6	73.1	73.7
TOTAL ENLISTED	76	76	74.7	85.1	84.5	84.1	83.7	82.4	81.3	83.3	82.8	82.3	81.2	81.3	80.1
TOTAL	78.8	79	78	85.5	85.9	84.8	84.3	83.3	82	84	83.9	83.3	82.4	82.5	81.6

<b>Table F-6</b>															
<b>Continuation Rates, FY 1998 to FY 2000 (Active Duty Percentage Changes)</b>															
<b>ARMY TOTAL</b>															
	<b>WHITE</b>						<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	63.6	50	77.8	100	0	0	0	0	0	0	100	100	66.7	50	80
<b>O-9</b>	70	85.4	72.1	100	100	100	0	0	0	100	0	0	71.4	86	73.9
<b>O-8</b>	88.5	76.9	82	77.8	77.8	88.9	100	0	0	0	0	100	87.7	76.2	82.8
<b>O-7</b>	88.9	88.5	92.6	93.8	92.3	69.2	100	100	100	100	100	100	89.5	89	90.9
<b>O-6</b>	82.6	83	83.8	84	87.1	86.4	88.7	90	91.7	81.4	84.6	89.7	82.7	83.4	84.3
<b>O-5</b>	87	88.3	88.7	88.3	89.1	89	90.9	89.8	88.6	90.6	91	86.6	87.4	88.5	88.6
<b>O-4</b>	94.5	94	93.9	94.9	95.3	94.5	93.5	94.8	91.7	94.3	94.4	92.6	94.5	94.2	93.8
<b>O-3</b>	90.5	88.8	88.3	93.1	89.4	90.8	90.3	88.4	88.9	90.7	89.4	88.5	90.8	88.9	88.6
<b>O-2</b>	86	87	86.5	86.9	91	88.5	90.2	91.7	89.8	87.5	88.7	88	86.3	87.7	87
<b>O-1</b>	97.7	97.8	97.5	97.1	97.7	96.8	96.6	97.5	98.8	98.8	98.2	97.4	97.7	97.8	97.3
<b>TOTAL OFFICER</b>	90.7	90.3	90.2	92.3	91.8	91.7	91.8	91.7	90.9	91.8	91.5	90.3	91	90.6	90.4
<b>W-5</b>	80.6	78.4	76.8	81.5	86.2	86.5	40	100	85.7	40	66.7	100	79.5	79.2	78.4
<b>W-4</b>	83.6	86	85	85.8	91.1	91.8	82.1	93.3	83.9	91.1	90.9	86	84	87	85.8
<b>W-3</b>	90.1	88.4	87.6	85.8	87.3	87.2	85.7	85.1	85.5	86.7	85.1	81.7	89.2	88	87.2
<b>W-2</b>	93.4	92.8	91.9	93.7	94.7	95.5	91.1	92.7	94.4	95.8	92.2	91	93.5	93.1	92.6
<b>W-1</b>	98.6	98.3	97.8	98.5	98.3	97.8	98.8	99	100	100	96.8	99	98.7	98.2	98
<b>TOTAL WARRANT</b>	91.6	91	90.2	92.3	93.6	93.9	89.7	92	92.1	93.3	91	89.8	91.7	91.5	90.8
<b>TOTAL WARRANT &amp; OFFICER</b>	90.8	90.4	90.2	92.3	92.2	92.1	91.4	91.8	91.1	92	91.4	90.3	91.1	90.7	90.4
<b>E-9</b>	80	79.8	77.9	84.3	86.4	86.7	83.5	88	83	77.8	84.6	84.2	81.4	82.8	81.8
<b>E-8</b>	76	80.3	81.1	78.1	82.2	84	78.3	83.1	81.7	78	81.2	83.3	77.1	81.3	82.3
<b>E-7</b>	85.7	89.6	89.5	84.3	85.6	86	85.8	86.7	86	85	86.2	88.2	85.2	87.7	87.8
<b>E-6</b>	90.3	92.7	91.6	90.7	93.4	93.1	91.1	93.4	92.7	93.1	93.4	92.1	90.6	93.1	92.3
<b>E-5</b>	82.9	83.5	82.9	88.5	89.1	88.7	86.4	87.9	86.7	86.4	87	86.1	85.1	85.8	85.2
<b>E-4</b>	74.1	74.4	73.9	81.8	81.4	80.4	78.6	78.1	78	78.4	78.4	77.7	76.7	76.8	76.2
<b>E-3</b>	83.5	82.9	82.5	85.3	84.9	84	88.1	87.6	86.9	86.7	84.6	85.4	84.5	83.9	83.5
<b>E-2</b>	81.7	81.6	82.3	83.2	82.8	83.6	86.9	86.9	86.7	84.3	84.7	86.9	82.7	82.6	83.3
<b>E-1</b>	77.7	77.4	77.4	79.8	80.2	80.4	84.3	85.3	85.4	81.2	80.5	82.2	79	79	79.2
<b>TOTAL ENLISTED</b>	81.2	81.8	81.4	85.4	86.1	85.7	84.9	85.3	84.5	84.4	84.7	84.8	82.9	83.5	83.2
<b>TOTAL</b>	83.2	83.7	83.3	85.9	86.5	86.1	85.5	85.9	85.1	85.3	85.6	85.5	84.2	84.7	84.3

Table F-7															
<b>Continuation Rates, FY 1998 to FY 2000 (Active Duty Percentage Changes)</b>															
<b>NAVY MALE</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	100	62.5	75	100	100	0	0	0	0	0	0	0	100	66.7	66.7
<b>O-9</b>	77.3	76.5	72.7	0	0	100	0	0	0	0	0	0	77.3	76.5	73.9
<b>O-8</b>	77.3	78.9	76.4	100	100	100	0	0	0	100	0	0	76.9	78.1	76.7
<b>O-7</b>	88.2	86.8	84.4	75	100	33.3	0	100	100	0	0	100	87.7	87.5	83.5
<b>O-6</b>	82.9	85	82.7	88.6	91.4	87.9	84.8	92.9	86	84.8	84.8	75	83.1	85.3	82.8
<b>O-5</b>	89.9	90.3	87.9	93.3	91.7	90.9	94.4	91.3	93.4	90.5	87.3	88.1	90.1	90.3	88.1
<b>O-4</b>	92.6	88.7	91.4	91.6	88.5	90	92.1	92.3	92.4	92.7	92.2	91.3	92.5	88.9	91.4
<b>O-3</b>	86.2	85.4	85.9	89.2	89.2	88.6	87.2	85.2	86.9	85	84.2	86.4	86.3	85.5	86.2
<b>O-2</b>	96.3	95.1	95.7	94.6	95.8	95.8	96.4	92.2	96.9	95.9	92.7	95.9	96.1	94.9	95.8
<b>O-1</b>	99	99.1	99.2	98.4	99	98.4	99.1	98.6	99	100	99	98.6	99	99.1	99.1
<b>TOTAL OFFICER</b>	90.2	89.3	89.5	92.3	92	91.5	92.2	91	93.6	90.9	89.5	90.8	90.4	89.5	89.9
<b>W-4</b>	70.3	75.2	79.3	76.7	76.2	96.2	70	72.7	90	82.8	82.1	87.5	71.8	75.9	82.2
<b>W-3</b>	84	83.2	77.9	87.8	87.1	76.6	75	87.5	80	80.5	86.7	75	84.1	84	77.6
<b>W-2</b>	93.4	91.1	93.3	92.6	95.2	90.6	80	100	100	100	85.7	93.8	93.4	91.8	92.9
<b>W-1</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL WARRANT</b>	85.1	84.7	84.9	88.8	89.3	87.5	74.1	84.6	91.7	86	84.4	85	85.5	85.4	85.4
<b>TOTAL WARRANT &amp; OFFICER</b>	90	89.2	89.4	91.9	91.8	91.1	91.9	90.9	93.6	90.6	89.3	90.6	90.2	89.4	89.8
<b>E-9</b>	80.5	78.3	79.1	81.6	81.3	84.8	83.3	76.8	87.8	80	84	85.5	80.6	79.1	80.6
<b>E-8</b>	80.8	80.4	84.2	85.2	86.5	82.8	82.6	84	87.8	83.3	77.6	82.1	81.5	80.9	84
<b>E-7</b>	88.8	85.6	88.3	91.1	88.6	88.4	89.4	88.3	89.4	85.7	84.3	89.8	88.9	86	88.5
<b>E-6</b>	88.7	86.9	89.8	89.3	86.8	89	90	87.8	90.5	91.4	90	91.4	89	87.2	89.9
<b>E-5</b>	86.3	85.8	86.5	91.7	91.3	91.9	88.9	88.2	89.5	94.3	93.9	93.5	88.2	87.7	88.4
<b>E-4</b>	77.1	77.5	78.9	82.4	82.3	83.7	79.5	79.2	79.1	86.2	85.3	85.4	78.9	79.1	80.4
<b>E-3</b>	80.2	82.9	85.2	80.6	81.9	83.7	81.6	83.5	85.6	86.7	88.5	89.7	80.9	83.3	85.4
<b>E-2</b>	84	85.2	85.4	81.8	83.5	86	87.4	87.2	89.6	90	89.7	90.1	84.4	85.5	86.5
<b>E-1</b>	80.3	79.3	78.3	80.8	80.4	80.3	83.8	84.8	85.4	86	85.5	83.3	81.3	80.8	80.1
<b>TOTAL ENLISTED</b>	83.8	83.4	84.9	85.9	85.6	86.7	84.8	84.7	85.9	89.1	88.5	89.2	84.7	84.4	85.7
<b>TOTAL</b>	84.9	84.5	85.7	86.2	85.9	86.9	85.3	85.1	86.5	89.2	88.6	89.3	85.5	85.1	86.3

<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															<b>Table F-8</b>
<b>NAVY FEMALE</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>O-9</b>	100	100	100	0	0	0	0	0	0	0	0	0	100	100	100
<b>O-8</b>	50	100	66.7	0	0	0	0	0	0	0	0	0	50	100	66.7
<b>O-7</b>	100	100	60	0	100	100	0	0	0	0	0	0	100	100	66.7
<b>O-6</b>	85.7	89.7	86.2	100	93.3	100	66.7	100	100	78.6	91.7	90.9	85.8	90.1	87.2
<b>O-5</b>	89.7	84.3	86	94.9	88.2	91	92.9	89.5	95.7	82.9	90.3	88.2	89.8	84.9	86.7
<b>O-4</b>	93.9	89.3	89.5	96.3	91.7	91.5	98.3	90	89.9	95.5	93.8	88.5	94.4	89.8	89.7
<b>O-3</b>	86.7	86.1	86.2	91.4	88.7	87.5	87.7	88.5	82.9	87.6	82.8	87.4	87.2	86.3	86.3
<b>O-2</b>	91.1	91	92.9	92.7	87.9	98.3	94.9	95.8	88.2	88.9	92	89.9	91.3	90.9	93
<b>O-1</b>	98	98.5	97.8	99	98	97.1	100	93.9	100	100	100	98.9	98.4	98.3	98.1
<b>TOTAL OFFICER</b>	90.4	88.7	88.9	94.2	90.5	91.9	93	90.9	91.2	91	90.3	90.4	90.9	89	89.5
<b>W-4</b>	77.8	66.7	72.7	0	0	100	0	100	100	0	0	0	77.8	70	80
<b>W-3</b>	72.7	71.4	53.3	60	100	100	100	0	0	0	0	100	71.4	75	66.7
<b>W-2</b>	90.9	85.7	88.6	92.9	93.8	85.7	100	100	0	100	100	100	91.8	89.1	88
<b>W-1</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL WARRANT</b>	84	78.5	77	84.2	94.7	90.9	100	100	50	100	100	100	84.7	83.1	80.9
<b>TOTAL WARRANT &amp; OFFICER</b>	90.3	88.6	88.8	93.9	90.6	91.9	93	91	91	91.1	90.3	90.5	90.8	89	89.4
<b>E-9</b>	73.3	78	78.1	87.5	90	60	66.7	100	100	100	100	100	74.5	79.8	77.1
<b>E-8</b>	82	73.7	78.7	85.2	75	90	75	62.5	71.4	90.9	100	94.7	82.5	74.4	81.1
<b>E-7</b>	89.2	82.8	86.5	92.9	90	84.3	91.5	89.2	88	91	90.9	95.4	90.1	84.8	86.4
<b>E-6</b>	88.9	84.2	85.9	92.3	88	89	90.7	90.3	90.1	92	88.8	85.6	90.1	85.9	87.2
<b>E-5</b>	83.4	82.7	82.8	90.3	89.4	89.7	87.5	87.5	88.3	86.5	90.1	90.4	86.4	85.9	86.1
<b>E-4</b>	74.7	73.2	75.3	79.3	80.7	82.6	78.6	75	75.9	83.1	78.4	84.6	76.9	75.9	78.2
<b>E-3</b>	75.6	78.6	83.4	79.2	79.7	87.1	78.8	79.6	85.1	84.2	85.2	88.6	77.7	79.6	85.3
<b>E-2</b>	82.3	82.5	85.9	86.3	85.3	88.6	89.5	85	89.4	83.3	86.9	89.6	84.4	83.9	87.5
<b>E-1</b>	80.4	79.1	77.5	85.7	84.7	82.7	83.3	83.5	87.3	85.6	81.1	79.3	82.5	81.4	80.4
<b>TOTAL ENLISTED</b>	80.4	79.3	81.4	84.5	84.1	86.4	82.7	81.4	84.3	85.2	84.4	86.7	82.1	81.3	83.7
<b>TOTAL</b>	82.6	81.4	83.1	85.1	84.5	86.8	83.4	82.1	84.9	86.2	85.2	87.2	83.5	82.5	84.6

Table F-9															
<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															
<b>NAVY TOTAL</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	100	62.5	75	100	100	0	0	0	0	0	0	0	100	66.7	66.7
<b>O-9</b>	78.3	77.8	73.9	0	0	100	0	0	0	0	0	0	78.3	77.8	75
<b>O-8</b>	76.6	79.5	76	100	100	100	0	0	0	100	0	0	76.3	78.7	76.3
<b>O-7</b>	88.8	87.4	83.2	75	100	50	0	100	100	0	0	100	88.3	88.1	82.6
<b>O-6</b>	83.1	85.4	83	90.1	91.7	89.7	83.3	93.2	86.7	83.3	86.2	78	83.3	85.7	83.2
<b>O-5</b>	89.9	89.6	87.7	93.7	90.8	90.9	94.2	91.1	93.7	89.1	87.8	88.1	90.1	89.6	87.9
<b>O-4</b>	92.8	88.8	91.1	93.2	89.5	90.5	93.1	91.9	92	93.3	92.5	90.7	92.8	89.1	91.1
<b>O-3</b>	86.2	85.5	86	89.7	89.1	88.3	87.3	85.8	86.2	85.5	84	86.6	86.5	85.6	86.2
<b>O-2</b>	95.5	94.5	95.3	94.2	93.9	96.4	96.2	92.7	95.7	94.7	92.5	94.6	95.4	94.2	95.3
<b>O-1</b>	98.8	99	99	98.6	98.9	98.1	99.2	98.1	99.1	100	99.2	98.6	98.9	99	98.9
<b>TOTAL OFFICER</b>	90.2	89.2	89.5	92.7	91.7	91.6	92.3	91	93.3	90.9	89.7	90.7	90.5	89.5	89.9
<b>W-4</b>	70.5	74.9	79.1	76.7	76.2	96.4	70	75	90.9	82.8	82.1	87.5	72	75.8	82.1
<b>W-3</b>	83.5	82.8	77	86.4	87.5	78	76.9	87.5	66.7	80.5	86.7	77.8	83.6	83.7	77.1
<b>W-2</b>	93.2	90.8	93	92.6	95.1	90.1	83.3	100	100	100	87.5	94.1	93.3	91.6	92.6
<b>W-1</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL WARRANT</b>	85	84.4	84.6	88.4	89.6	87.8	75.9	85.7	88.5	86.3	84.9	85.7	85.4	85.3	85.2
<b>TOTAL WARRANT &amp; OFFICER</b>	90.1	89.1	89.3	92.4	91.5	91.3	92.1	90.9	93.2	90.7	89.5	90.6	90.3	89.3	89.7
<b>E-9</b>	80.3	78.3	79.1	81.8	81.7	83.8	82.8	77.4	88.1	80	84	85.5	80.4	79.2	80.4
<b>E-8</b>	80.9	80	83.8	85.2	85.5	83.4	82.4	83.2	87.2	83.4	78	82.6	81.6	80.5	83.8
<b>E-7</b>	88.9	85.4	88.2	91.3	88.8	87.8	89.5	88.3	89.3	85.8	84.5	90	88.9	85.9	88.3
<b>E-6</b>	88.7	86.7	89.6	89.7	87	89	90.1	88	90.5	91.4	90	91.1	89.1	87.1	89.6
<b>E-5</b>	86.1	85.5	86.2	91.4	91	91.6	88.8	88.2	89.3	93.9	93.7	93.3	88	87.5	88.2
<b>E-4</b>	76.8	76.9	78.5	81.8	81.9	83.4	79.4	78.6	78.6	85.8	84.3	85.3	78.6	78.6	80
<b>E-3</b>	79.4	82.2	84.9	80.2	81.3	84.6	81	82.7	85.5	86.2	87.9	89.5	80.2	82.5	85.4
<b>E-2</b>	83.8	84.8	85.5	82.6	83.9	86.6	87.7	86.9	89.6	89.1	89.3	90	84.4	85.2	86.7
<b>E-1</b>	80.3	79.2	78.2	81.6	81.4	80.8	83.7	84.5	85.7	85.9	84.7	82.6	81.5	80.9	80.2
<b>TOTAL ENLISTED</b>	83.5	83	84.5	85.7	85.3	86.7	84.5	84.2	85.6	88.8	88.1	88.9	84.4	84	85.4
<b>TOTAL</b>	84.7	84.1	85.4	86	85.6	86.9	85	84.7	86.3	88.9	88.2	89	85.2	84.8	86.1

<b>Table F-10</b>															
<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															
<b>MARINE CORPS MALE</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	66.7	50	75	0	0	0	0	0	0	0	0	0	66.7	50	75
<b>O-9</b>	81.8	80	100	0	0	0	0	0	0	0	0	0	81.8	80	100
<b>O-8</b>	72	83.3	91.3	0	100	100	0	0	0	0	0	0	72	84	92
<b>O-7</b>	94.4	91.4	88.9	100	100	100	100	100	100	0	0	0	95	92.3	89.7
<b>O-6</b>	84.9	84	82.5	95.8	89.3	86.7	100	91.7	86.7	100	50	100	85.7	84.2	82.9
<b>O-5</b>	87.8	87.3	85.1	90.9	84.8	91.7	93.8	94.4	91.9	81.8	96	81.5	87.9	87.5	85.5
<b>O-4</b>	91.5	91.6	92.3	92.6	92.6	92.5	89.5	95.6	89.3	92.8	89.9	93.4	91.5	91.7	92.3
<b>O-3</b>	89.3	88.2	88.9	91	92.3	88.6	88.6	91.5	89.9	90.6	90.9	86.2	89.4	88.7	88.9
<b>O-2</b>	92.2	89.4	89.8	89.1	89	92.6	95.1	86.8	87.6	90.6	93.1	86	92.1	89.4	89.7
<b>O-1</b>	99	99.3	99	97.5	96.2	96.8	99.3	99.4	97.8	98.9	99.1	100	98.9	99	98.8
<b>TOTAL OFFICER</b>	91.2	90.3	90.5	92.5	91.9	91.9	93.3	92.9	91.3	92.4	93	90.7	91.4	90.6	90.7
<b>W-5</b>	71.6	75	64.3	50	100	87.5	25	50	100	0	100	100	68.3	75.6	68.3
<b>W-4</b>	82.3	79.3	78.6	90.3	75.6	84.4	85.7	81.8	80	100	100	100	83.6	79.1	79.7
<b>W-3</b>	88.7	86.1	88.2	91.8	87.3	89.3	92.3	91.3	93.1	100	66.7	100	89.4	86.3	88.9
<b>W-2</b>	95.3	98.3	96.2	98.9	98	97.2	87.8	94.1	96.4	93.8	100	100	95.2	98	96.5
<b>W-1</b>	97.9	98.4	98.2	100	100	100	100	100	94.4	100	100	100	98.4	98.9	98.3
<b>TOTAL WARRANT</b>	90.6	90.7	90.1	94.9	91.7	93.7	88.1	92.6	93.9	96.3	94.1	100	91.1	91	91.1
<b>TOTAL WARRANT &amp; OFFICER</b>	91.1	90.4	90.5	93	91.9	92.3	92.6	92.8	91.6	92.6	93.1	91.3	91.3	90.7	90.7
<b>E-9</b>	76.7	74.1	76.3	81.1	84.4	80.5	78	75	94	90.3	85.7	77.5	78.2	77.2	79
<b>E-8</b>	79.2	78.3	78.3	85.7	84.4	82.4	85	85.4	78.2	78.3	88.7	85.3	81.5	81.1	79.8
<b>E-7</b>	87.4	87.3	89.8	90.4	88.1	89.5	87.6	87.3	88.7	84.8	85.9	88.8	88.1	87.5	89.6
<b>E-6</b>	92.5	92.3	92	92.7	92.7	93.1	92.3	93.4	92	92.5	93.4	95.3	92.6	92.5	92.4
<b>E-5</b>	80.9	75.7	77.1	88.4	87	85.6	83.5	80.7	81.4	84.6	80.2	82.2	82.7	78.4	79.3
<b>E-4</b>	60.3	60.9	64.4	72.8	70.8	72.8	65.7	62	66.3	63.8	62.9	64.6	62.7	62.4	65.7
<b>E-3</b>	83.1	85	86.7	83.9	84.7	84.9	87	87.7	88.3	84.6	88.6	88.9	83.8	85.5	86.8
<b>E-2</b>	87.5	88.9	88.3	84.2	86.5	87.3	91.1	91.8	91.1	89.5	90	90.2	87.6	89	88.6
<b>E-1</b>	81	82.3	81.5	78.2	77.8	78.7	84.7	85.9	85.1	81.2	82	82.8	81	82.1	81.6
<b>TOTAL ENLISTED</b>	79.8	79.7	81.3	84.5	84.1	84.4	83	81.8	83.1	81.8	82.3	83.2	81	80.8	82.1
<b>TOTAL</b>	81.2	81.1	82.5	84.8	84.5	84.8	83.4	82.3	83.5	82.5	83.1	83.8	82.1	81.8	83

Table F-11															
<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															
<b>MARINE CORPS FEMALE</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-9</b>	100	0	0	0	0	0	0	0	0	0	0	0	100	0	0
<b>O-8</b>	100	0	0	0	0	0	0	0	0	0	0	0	100	0	0
<b>O-7</b>	0	100	100	0	0	0	0	0	0	0	0	0	0	100	100
<b>O-6</b>	72.7	80	90.9	0	100	100	0	0	0	0	0	0	72.7	81.8	91.7
<b>O-5</b>	84.1	84.3	86	100	83.3	83.3	100	100	100	0	0	0	86	84.5	86
<b>O-4</b>	88.4	88.1	89.3	85.7	100	100	0	0	0	0	100	80	88.2	89.6	90
<b>O-3</b>	84.3	84.4	81.6	100	92.9	80	62.5	57.1	100	71.4	100	100	84.2	84.5	82.7
<b>O-2</b>	88.7	91.9	85.8	88.2	77.3	87.5	71.4	100	90.9	83.3	80	100	87.8	90.5	87.1
<b>O-1</b>	97	96.1	95.4	94.7	91.3	97	100	100	100	100	100	100	97.2	96.1	96.4
<b>TOTAL OFFICER</b>	89.1	89.8	87.6	93.8	88.2	90.7	80.8	90.3	97.3	88.9	96.9	97.8	89.2	90	89
<b>W-5</b>	100	100	100	100	100	100	100	50	0	0	0	0	100	80	75
<b>W-4</b>	53.8	57.1	87.5	100	100	100	100	0	0	0	0	0	64.7	55.6	88.9
<b>W-3</b>	81.8	84.6	89.5	100	100	100	50	0	100	100	0	100	82.8	81.8	92.6
<b>W-2</b>	97.6	81.8	96.8	100	100	100	77.8	85.7	100	100	100	100	95.2	87.3	98.2
<b>W-1</b>	100	100	100	100	100	100	0	0	100	0	100	100	100	100	100
<b>TOTAL WARRANT</b>	86.4	82.2	93.8	100	100	100	78.6	63.6	87.5	100	83.3	100	88.2	84.5	95.3
<b>TOTAL WARRANT &amp; OFFICER</b>	88.8	89	88.2	95.2	91.2	93	80	83.3	95.6	90.3	94.7	98	89.1	89.2	89.8
<b>E-9</b>	71.4	87.5	84.2	100	100	83.3	100	50	0	0	0	100	82.6	88.9	82.4
<b>E-8</b>	80.8	81.9	76.7	92.3	76	80.4	80	94.4	82.6	100	100	100	84.6	82.1	79.4
<b>E-7</b>	86.1	90	85.5	87.5	91.5	86	87	97	92.1	100	76.5	80	87.2	90.6	86
<b>E-6</b>	91.9	89.6	90.3	91.8	91.3	90.1	94	96	92.2	82.1	94.1	95	91.6	91.1	90.7
<b>E-5</b>	77.3	76.3	77.9	86.3	84.8	87.8	84.8	81.3	84.2	85	87.2	81.6	81.9	80.3	81.7
<b>E-4</b>	63.3	67.7	64.9	75	72.4	72	72.5	69.8	67.1	67.7	73.2	74.3	67.3	69.2	67.3
<b>E-3</b>	82.9	84.9	85.3	86.9	87.1	88.3	89.9	89.8	88.6	83.1	89.4	87.3	84.7	86.4	86.6
<b>E-2</b>	85.9	85.9	86.7	86.9	90.4	91.6	92.4	92.7	96.7	93.2	89.7	91.3	87.3	88	89.5
<b>E-1</b>	70.3	77.3	76.7	75.9	90.4	81.7	76.8	86.5	82.1	83.3	78.5	85.7	72.7	80.9	79.1
<b>TOTAL ENLISTED</b>	78.6	80.3	80	85.1	85.7	85.2	84.9	84.9	84.6	82.7	84.9	85.2	81.2	82.5	82.2
<b>TOTAL</b>	79.8	81.3	80.9	85.4	86	85.6	84.7	84.8	85	83.2	85.5	86.2	81.9	83.1	82.9

<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															<b>Table F-12</b>
<b>MARINE CORPS TOTAL</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	66.7	50	75	0	0	0	0	0	0	0	0	0	66.7	50	75
<b>O-9</b>	83.3	72.7	100	0	0	0	0	0	0	0	0	0	83.3	72.7	100
<b>O-8</b>	72	83.3	91.3	0	100	100	0	0	0	0	0	0	72	84	92
<b>O-7</b>	94.4	91.7	89.2	100	100	100	100	100	100	0	0	0	95	92.5	90
<b>O-6</b>	84.6	84	82.6	95.8	89.7	87.1	100	91.7	86.7	100	50	100	85.4	84.2	83.1
<b>O-5</b>	87.7	87.2	85.2	91.5	84.7	90.9	93.9	94.6	92.1	81.8	96	81.5	87.9	87.4	85.5
<b>O-4</b>	91.4	91.5	92.2	92.3	93.1	93	89.5	95.6	89.3	92.8	90.1	92.7	91.4	91.6	92.2
<b>O-3</b>	89.2	88.1	88.6	91.5	92.3	88	87.6	90.5	90.2	89.8	91.3	86.8	89.3	88.5	88.6
<b>O-2</b>	91.9	89.6	89.5	89	87.9	92.2	94.2	87.6	87.8	90.1	92.5	87.5	91.8	89.5	89.5
<b>O-1</b>	98.9	99	98.8	97.3	95.7	96.9	99.3	99.4	98	99.1	99.2	100	98.8	98.7	98.6
<b>TOTAL OFFICER</b>	91.1	90.3	90.4	92.6	91.6	91.8	92.8	92.8	91.6	92.2	93.3	91.2	91.3	90.6	90.6
<b>W-5</b>	72	75.3	64.8	60	100	90	40	50	66.7	0	100	100	69.4	75.8	68.6
<b>W-4</b>	80.3	78.5	79	90.9	76.2	84.8	88.9	75	80	100	100	100	82.3	78.2	80
<b>W-3</b>	88.3	86	88.3	92.3	88.3	90.3	89.3	87.5	93.3	100	57.1	100	89.1	86	89.1
<b>W-2</b>	95.5	97.4	96.2	99	98.2	97.6	86.2	93.1	96.7	94.7	100	100	95.2	97.3	96.6
<b>W-1</b>	97.9	98.5	98.3	100	100	100	100	100	94.7	100	100	100	98.5	99	98.3
<b>TOTAL WARRANT</b>	90.4	90.3	90.3	95.4	92.5	94.4	87	89.9	93.5	96.8	92.5	100	90.9	90.6	91.4
<b>TOTAL WARRANT &amp; OFFICER</b>	91	90.3	90.4	93.1	91.8	92.3	92	92.4	91.8	92.5	93.2	91.9	91.2	90.6	90.7
<b>E-9</b>	76.6	74.3	76.5	81.5	84.8	80.6	78.4	74.5	93.1	90.3	85.7	78.6	78.3	77.5	79.1
<b>E-8</b>	79.3	78.5	78.3	86	84	82.3	84.8	86	78.5	78.9	89.2	86.1	81.6	81.2	79.8
<b>E-7</b>	87.4	87.4	89.6	90.1	88.4	89.3	87.6	87.7	88.9	85.8	85.2	88.3	88.1	87.6	89.4
<b>E-6</b>	92.5	92.2	91.9	92.6	92.6	92.9	92.4	93.5	92	91.9	93.4	95.3	92.5	92.4	92.3
<b>E-5</b>	80.7	75.7	77.1	88.2	86.8	85.8	83.5	80.7	81.5	84.7	80.8	82.2	82.7	78.5	79.4
<b>E-4</b>	60.5	61.3	64.4	73	71	72.7	66.1	62.5	66.3	64.1	63.7	65.3	63	62.8	65.8
<b>E-3</b>	83.1	85	86.6	84.1	84.9	85.3	87.1	87.8	88.3	84.5	88.7	88.7	83.8	85.6	86.8
<b>E-2</b>	87.5	88.7	88.2	84.5	86.9	87.7	91.9	91.1	91.5	89.8	90	90.3	87.6	88.9	88.7
<b>E-1</b>	80.4	82.1	81.3	78	78.6	78.9	84.2	85.9	85	81.3	81.7	83	80.6	82.1	81.5
<b>TOTAL ENLISTED</b>	79.7	79.7	81.2	84.5	84.3	84.5	83.1	82	83.2	81.9	82.5	83.4	81	80.9	82.1
<b>TOTAL</b>	81.2	81.1	82.4	84.9	84.6	84.9	83.5	82.4	83.6	82.6	83.3	84	82.1	81.9	83

Table F-13															
<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															
<b>AIR FORCE MALE</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	70	77.8	77.8	100	100	50	0	0	0	0	0	0	72.7	80	72.7
<b>O-9</b>	82.9	76.3	67.7	100	100	0	0	0	0	0	0	0	83.3	76.9	67.7
<b>O-8</b>	86.8	88.3	76.3	100	100	100	100	50	100	100	50	0	87.5	86.7	76.5
<b>O-7</b>	92.2	90	88.4	80	100	100	50	0	0	50	100	100	90	89.6	88.7
<b>O-6</b>	81.1	84.6	82.6	93.2	88.6	86.8	76.7	87.2	92.2	84.3	88.8	81.7	81.4	84.9	82.9
<b>O-5</b>	86.9	87.8	86.8	90.7	88.9	85.6	87.6	86.1	86.8	87.6	86.9	81.5	87.2	87.8	86.6
<b>O-4</b>	91.2	91.8	90.6	89.1	92.3	91.1	87.2	91.9	91.7	90.5	93.4	91	91	91.9	90.7
<b>O-3</b>	90.4	89.7	89.4	90.9	90.3	89.8	89.1	91.2	89.7	89.4	90.9	89.6	90.4	89.8	89.4
<b>O-2</b>	96.1	96.1	96.6	95.3	96.4	96.8	95.5	96.7	98.9	94.3	95.1	97.1	95.9	96	96.8
<b>O-1</b>	98.9	99.2	99.4	97.5	98.7	99.7	100	100	100	99.5	99.8	98.9	98.9	99.2	99.4
<b>TOTAL OFFICER</b>	90.7	91	90.4	91.6	91.9	91	89.8	91.6	91.8	91.6	93	91.8	90.8	91.1	90.5
<b>E-9</b>	76.6	79.5	78.8	81.8	80.1	79.9	70.3	87.5	88.9	83.5	81.1	81.6	77.5	79.9	79.5
<b>E-8</b>	81.2	82.4	83.7	82.5	85	84.5	81.9	77.8	82.9	81.3	84.6	86.3	81.4	82.8	83.9
<b>E-7</b>	84.4	84	82.9	84.3	84.5	85.2	83.4	81.4	81.5	83.1	84.8	82.6	84.3	84.3	83.3
<b>E-6</b>	91.5	92.6	92.1	91.6	91.5	92.5	89.8	89.4	91.2	89.1	90.5	92.1	91.4	92.2	92.1
<b>E-5</b>	94.3	94	93.2	95.8	95.3	94.9	94.2	94.2	94.6	95.3	94.9	94.6	94.5	94.3	93.6
<b>E-4</b>	78.9	78.5	77.7	83.7	83.8	83.8	78.6	78.9	77.8	83	80.5	79.9	79.6	79.3	78.6
<b>E-3</b>	90.7	92.9	92.7	90.5	90.5	90.8	92.7	94.7	94.7	93.3	96	94.5	91	92.8	92.6
<b>E-2</b>	92.2	92.7	91.7	88.4	89.2	86.7	94	92.7	92	94.7	92.5	94.1	91.9	92.1	91.1
<b>E-1</b>	85.4	86.9	87.3	80.8	80.3	82.5	81.9	84.9	90.6	86	83.8	69.1	84.5	85.6	85.7
<b>TOTAL ENLISTED</b>	87.8	88.3	87.9	89.4	89.4	89.3	87.9	88.2	88.4	89.5	89.4	87.9	88.1	88.5	88.1
<b>TOTAL</b>	88.4	88.9	88.4	89.5	89.6	89.4	88.1	88.5	88.7	90	90.2	88.8	88.6	89	88.6

<b>Table F-14</b>															
<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															
<b>AIR FORCE FEMALE</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-9</b>	0	0	100	0	0	0	0	0	0	0	0	0	0	0	100
<b>O-8</b>	0	100	100	0	0	0	0	0	0	100	100	0	100	100	50
<b>O-7</b>	75	100	80	100	100	100	0	0	0	0	0	0	80	100	83.3
<b>O-6</b>	85.7	87	84.8	93.3	78.9	100	88.9	88.9	90	90	73.7	78.6	86.7	85.6	85.3
<b>O-5</b>	89.4	86.2	87.3	87.6	91.2	87.4	92.9	94.1	82.9	83.9	84.2	89.7	89.1	86.9	87.2
<b>O-4</b>	91.4	88.2	88.7	90.5	87.9	95.2	98.5	86.6	96.8	89.2	89.7	92.2	91.4	88.2	89.8
<b>O-3</b>	87.6	85.7	85.8	90.4	92.5	89.2	92.7	83.3	85.1	91.9	86.6	90.2	88.3	86.5	86.5
<b>O-2</b>	89.1	89.9	91.5	94.7	92.9	95.2	94.4	91.3	90	91.7	89.5	96.6	89.9	90.2	92.5
<b>O-1</b>	98.1	98.3	98.5	99.4	98.2	97	94.7	100	100	97.6	98.9	98.6	98.2	98.4	98.4
<b>TOTAL OFFICER</b>	89.8	88.2	88.8	91.8	92.1	92.1	94.5	87.9	89.7	92.1	89.7	93.1	90.3	88.8	89.6
<b>E-9</b>	87.1	76.8	85.3	80	83.9	92.5	54.5	75	100	90	92.3	82.4	84.4	78.9	86.7
<b>E-8</b>	83.8	84.1	82.2	88.2	84.5	82.8	85.7	86.2	73	82.1	77.8	86.4	84.8	84	82
<b>E-7</b>	81.6	82.1	79.7	86.1	85.1	81.9	84.7	84.3	84.7	85.9	88.6	79.1	83.3	83.4	80.6
<b>E-6</b>	89.2	89	89	89.2	89.6	89.8	84.4	84.5	84.4	87.9	92.3	88	88.9	89.2	89.1
<b>E-5</b>	91.8	91.5	90.8	95.2	94.3	93.8	92.7	90.7	92.7	91.8	91.6	91.2	92.9	92.3	91.8
<b>E-4</b>	77.7	76.5	75	85.4	84.1	83.3	80	77.4	79.5	82.8	81.2	79.6	79.7	78.5	77.6
<b>E-3</b>	89.8	89.1	88.9	90.6	92.1	91.2	90.8	93.3	91.7	92.4	93.8	92.8	90.2	90.5	90
<b>E-2</b>	91.1	89.9	88	92.2	90.9	88.9	93.6	93.7	92.5	92.6	93.6	92.6	91.6	90.7	88.9
<b>E-1</b>	86.4	84.1	84.9	90.3	86.4	88.1	91.2	83.8	89.4	87.1	89.9	79.5	87.8	85	85.8
<b>TOTAL ENLISTED</b>	85.8	85.1	84.3	89.9	89.4	88.5	87.7	86.9	87.4	88.6	89.1	86.6	87.1	86.5	85.8
<b>TOTAL</b>	86.7	85.8	85.3	90.1	89.6	88.8	88.2	87	87.5	89.4	89.2	88.2	87.7	86.9	86.4

Table F-15															
<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															
<b>AIR FORCE TOTAL</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	70	77.8	77.8	100	100	50	0	0	0	0	0	0	72.7	80	72.7
<b>O-9</b>	82.9	76.3	68.6	100	100	0	0	0	0	0	0	0	83.3	76.9	68.6
<b>O-8</b>	86.8	88.6	76.5	100	100	100	100	50	100	100	66.7	0	87.7	87.2	75.9
<b>O-7</b>	91.7	90.2	88.1	83.3	100	100	50	0	0	50	100	100	89.7	89.9	88.5
<b>O-6</b>	81.3	84.8	82.7	93.2	87.3	88.5	78.8	87.5	91.8	85.4	85.9	81.3	81.8	85	83.1
<b>O-5</b>	87.2	87.6	86.9	90.1	89.4	86	88.2	87.1	86.3	87.1	86.5	82.8	87.4	87.7	86.7
<b>O-4</b>	91.2	91.3	90.4	89.4	91	92.3	89.1	90.9	92.5	90.2	92.7	91.2	91	91.3	90.6
<b>O-3</b>	90	89	88.8	90.8	91.1	89.6	89.7	89.8	88.9	90	89.8	89.7	90	89.2	88.9
<b>O-2</b>	94.6	94.8	95.6	95.1	95.1	96.2	95.4	96	98	93.6	93.8	97	94.6	94.8	95.8
<b>O-1</b>	98.8	99	99.3	98.1	98.5	98.8	99.4	100	100	99.1	99.6	98.8	98.8	99	99.2
<b>TOTAL OFFICER</b>	90.6	90.5	90.2	91.7	92	91.4	90.5	91	91.5	91.7	92.3	92.1	90.7	90.7	90.4
<b>E-9</b>	77.4	79.3	79.5	81.6	80.5	81.1	68.6	86.5	89.6	84.3	82.8	81.7	78.1	79.8	80.2
<b>E-8</b>	81.4	82.6	83.6	83.3	84.9	84.2	82.3	78.9	81.2	81.4	83.6	86.3	81.8	82.9	83.7
<b>E-7</b>	84.1	83.8	82.6	84.6	85.8	84.7	83.5	81.7	81.9	83.4	85.3	82.1	84.1	84.2	83
<b>E-6</b>	91.3	92.2	91.8	91.1	91.1	92	89.2	88.9	90.5	89	90.7	91.6	91.1	91.8	91.8
<b>E-5</b>	94	93.7	92.9	95.6	95	94.6	94	93.7	94.3	94.8	94.4	94.1	94.3	94	93.3
<b>E-4</b>	78.7	78.1	77.1	84.2	83.9	83.6	78.9	78.6	78.2	83	80.7	79.8	79.7	79.1	78.4
<b>E-3</b>	90.5	92	91.8	90.5	91.1	91	92.2	94.4	93.9	93.1	95.3	94	90.8	92.2	92
<b>E-2</b>	91.9	92.1	90.8	89.8	89.8	87.6	93.9	93	92.1	94.1	92.9	93.6	91.8	91.8	90.5
<b>E-1</b>	85.6	86.3	86.8	84.2	82.3	84.5	84.3	84.7	90.3	86.3	85.6	71.5	85.3	85.4	85.7
<b>TOTAL ENLISTED</b>	87.5	87.8	87.3	89.5	89.4	89.1	87.9	87.9	88.2	89.3	89.3	87.6	87.9	88.1	87.7
<b>TOTAL</b>	88.2	88.4	87.9	89.7	89.6	89.3	88.1	88.2	88.5	89.8	90	88.6	88.5	88.7	88.2

Table F-16															
<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															
<b>COAST GUARD MALE</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	0	100	100	0	0	0	0	0	0	0	0	0	0	100	100
<b>O-9</b>	75	100	50	0	0	0	0	0	0	0	0	0	75	100	50
<b>O-8</b>	76.9	85.7	73.3	0	0	0	0	0	0	0	0	0	76.9	85.7	73.3
<b>O-7</b>	100	90	100	0	100	100	0	0	0	0	0	0	100	90.9	100
<b>O-6</b>	77.6	85.9	82.5	100	100	80	100	75	33.3	100	100	60	78.8	86.3	81.6
<b>O-5</b>	91.1	89.3	89.9	85.7	75	80	100	86.7	85.7	66.7	75	100	90.8	88.9	89.7
<b>O-4</b>	93.9	93.4	90.4	87.5	86.7	100	100	94.7	81	92.9	89.5	100	93.9	93.3	90.6
<b>O-3</b>	94.3	91.8	92.5	96.6	95.4	100	93.6	94.9	93.9	98.4	95.7	90.1	94.5	92.2	92.8
<b>O-2</b>	91.9	90.3	92.3	90.5	88.7	88.7	87.2	95.8	88.9	81.3	100	94.4	91	98.7	91.9
<b>O-1</b>	99.4	98.9	99.7	100	100	96.2	100	95.8	100	100	100	100	99.5	98.9	99.5
<b>TOTAL OFFICER</b>	92.6	91.8	91.4	94.4	92.6	93.8	94.2	90.6	90.2	91.7	93.8	93.5	92.7	91.8	91.5
<b>W-4</b>	74.7	78.7	79.1	71.4	33.3	100	66.7	50	75	91.7	76.9	76.9	75.2	77.6	79.2
<b>W-3</b>	90.2	88.3	88.7	91.7	90.9	75	90	81.8	60	66.7	83.3	100	89.7	88.2	88
<b>W-2</b>	94.1	91.8	93.4	94.3	93.3	96.2	100	100	85.3	100	100	89.5	94.5	92.5	93.1
<b>TOTAL WARRANT</b>	88.2	87.4	88.2	90.7	87.1	92.6	94.9	93.8	81.4	84.4	87.5	85.7	88.4	87.6	88.1
<b>TOTAL OFFICERS</b>	91.6	90.8	90.7	93.6	91.2	93.5	94.3	91.1	88.5	90.5	92.8	92.3	91.7	90.9	90.8
<b>E-9</b>	77.9	81.7	81.6	71.4	81.8	75	62.5	100	62.5	75	84.6	38.5	77	82.3	78.4
<b>E-8</b>	84.8	85.4	86.9	84.6	92.3	83.9	93.8	86.7	82.4	93.8	83.3	90.9	85.4	85.7	86.6
<b>E-7</b>	90.1	89.4	89.6	88.4	85.5	86.1	90.5	92.9	93	84.6	91.9	95.5	89.8	89.3	89.6
<b>E-6</b>	93.7	92.1	90.7	88	92.7	86.9	90.7	93.8	93.7	91.6	91.7	94	93.1	92.2	90.7
<b>E-5</b>	91.3	90.6	90.3	95.3	92.8	92.5	96	92.7	92.3	92	91.3	85.7	92	90.9	90.3
<b>E-4</b>	84.7	82.6	80.8	85.2	87.9	83.8	85.9	84.3	85.5	88.8	84.1	83.6	85.2	83.2	81.5
<b>E-3</b>	89	88.3	89.7	91.6	85.5	90.3	87.8	88.2	88.6	89.4	83.1	85.8	89	87.8	89.4
<b>E-2</b>	89.5	89.4	87.4	87.1	82.3	83.6	90.5	85.7	86.9	85.7	85.1	87.2	89.2	88.4	87.2
<b>E-1</b>	83.8	83.9	85.3	86.4	80.6	70.4	93	92.9	72.5	84	75.9	76.7	84.8	83.7	83.4
<b>TOTAL ENLISTED</b>	89.3	88.2	87.6	89.4	89.1	87.2	89.9	88.8	88.9	89	86.6	86.1	89.3	88.2	87.6
<b>TOTAL</b>	89.8	88.8	88.3	89.9	89.4	88.2	90.4	89.1	88.9	89.3	87.6	87.1	89.8	88.8	88.3

Table F-17															
<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															
<b>COAST GUARD FEMALE</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-6</b>	80	83.3	100	0	0	0	0	0	0	0	0	0	80	83.3	100
<b>O-5</b>	93.1	100	89.2	0	0	0	0	0	0	100	100	0	93.3	100	86.8
<b>O-4</b>	95.7	98.7	94.7	100	100	100	50	100	100	0	100	100	94.7	98.8	95.2
<b>O-3</b>	95.5	92.1	92.6	85.7	88.9	100	100	83.3	87.5	80	100	100	94.2	91.9	93.2
<b>O-2</b>	88.7	87.7	87.6	100	94.1	87.5	92.3	91.7	75	94.1	90	84	90.1	88.7	86.2
<b>O-1</b>	97.5	94.4	96.7	100	100	85.7	100	100	100	100	100	100	98.3	95.9	96.4
<b>TOTAL OFFICER</b>	93.4	92.6	92.1	97.2	94.9	90.7	92.6	93.8	84.4	92.9	95.1	88.9	93.5	93	91.4
<b>W-4</b>	100	100	50	0	0	0	0	0	0	100	100	100	100	100	57.1
<b>W-3</b>	80	80	100	0	0	100	0	0	0	0	0	0	80	80	100
<b>W-2</b>	100	90.9	96.6	100	100	100	0	0	100	100	100	100	95.5	93.3	97.4
<b>TOTAL WARRANT</b>	92.9	90.3	90	100	100	100	0	0	100	100	100	100	91.4	92.5	92.2
<b>TOTAL WARRANT &amp; OFFICER</b>	93.3	92.5	92	97.4	95.5	91.8	89.3	93.8	85.3	93.3	95.6	89.6	93.4	92.9	91.5
<b>E-9</b>	100	100	100	0	0	0	0	0	0	0	0	0	100	100	100
<b>E-8</b>	100	86.7	61.5	100	50	100	0	0	100	0	0	0	100	82.4	66.7
<b>E-7</b>	96.6	88.3	93.1	88.2	94.4	92	100	100	100	100	100	100	95.5	89.9	93.3
<b>E-6</b>	96.1	87.1	90.1	91.4	86.3	92.3	85.7	95.5	96.2	100	90.9	90.9	94.5	87.4	91
<b>E-5</b>	90	86.2	81.1	94.1	94.5	91.7	100	84.6	93.5	88.2	87.5	78.9	91.4	88	83.6
<b>E-4</b>	81.6	80.1	79.8	89.3	90.7	85.5	82.6	85.9	71.4	87.5	89.1	83.8	82.9	82.3	80
<b>E-3</b>	81.5	82.5	83.9	90.6	81.4	79.3	81.4	91.3	87	97	90.6	86.2	83.2	83.8	84
<b>E-2</b>	82.2	86.6	80.3	91.4	68.2	71.4	88.1	87.5	87	84.2	92.3	85.7	83.9	85.9	80.7
<b>E-1</b>	75.3	89.3	85.3	100	50	60	88.9	75	100	100	75	75	79.1	86.5	84
<b>TOTAL ENLISTED</b>	85.6	84.2	83.1	91.6	87.8	88.3	87	88.5	84.9	89.9	89.5	83.9	86.8	85.3	83.9
<b>TOTAL</b>	87.2	85.9	85	92.2	88.6	88.7	87.3	89.2	85	90.7	90.8	85.1	88.1	86.8	85.4

<b>Table F-18</b>															
<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															
<b>COAST GUARD TOTAL</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	0	100	100	0	0	0	0	0	0	0	0	0	0	100	100
<b>O-9</b>	75	100	50	0	0	0	0	0	0	0	0	0	75	100	50
<b>O-8</b>	76.9	85.7	73.3	0	0	0	0	0	0	0	0	0	76.9	85.7	73.3
<b>O-7</b>	100	90	100	0	100	100	0	0	0	0	0	0	100	90.9	100
<b>O-6</b>	77.6	85.8	83.1	100	100	80	100	75	33.3	100	100	60	78.8	86.3	82.1
<b>O-5</b>	91.2	89.8	89.8	85.7	75	80	100	86.7	85.7	70	77.8	85.7	90.9	89.4	89.6
<b>O-4</b>	94	93.8	90.7	89.5	88.9	100	94.7	95	81.8	92.9	90.9	100	93.9	93.7	90.9
<b>O-3</b>	94.4	91.8	92.5	95.5	94.6	100	93.9	94	93.3	95.9	96	91.4	94.4	92.2	92.8
<b>O-2</b>	91.3	89.8	91.4	92.5	90	88.4	88.5	82.7	85.2	84.6	91.2	91.1	90.8	89.5	90.7
<b>O-1</b>	99.1	98	99	100	100	93.9	100	97.3	100	100	100	100	99.3	98.3	98.8
<b>TOTAL OFFICER</b>	92.6	91.8	91.5	94.9	93	93.2	94	91	89.4	91.9	94	92.6	92.8	92	91.5
<b>W-4</b>	74.9	78.9	78.6	71.4	33.3	100	66.7	50	75	92.3	78.6	78.6	75.5	78	78.8
<b>W-3</b>	90	88.2	88.9	91.7	90.9	76.9	90	81.8	60	66.7	83.3	100	89.5	88.1	88.2
<b>W-2</b>	94.3	91.8	93.5	94.7	94	96.5	96.3	100	86.1	100	100	90.5	94.5	92.5	93.3
<b>TOTAL WARRANT</b>	88.3	87.5	88.2	91.2	88.1	93.2	92.5	93.3	82.2	85.7	88.9	86.8	88.5	87.7	88.2
<b>TOTAL OFFICERS</b>	91.7	90.9	90.8	94.1	91.9	93.2	93.7	91.4	88.1	91.1	93.3	91.8	91.8	91.1	90.8
<b>E-9</b>	78.2	82.1	82.1	71.4	81.8	75	62.5	100	62.5	75	84.6	38.5	77.2	82.7	79
<b>E-8</b>	85.2	85.4	86.2	85.2	89.3	84.4	93.8	86.7	83.3	93.8	83.3	90.9	85.7	85.6	86.1
<b>E-7</b>	90.3	89.4	89.8	88.4	86.3	86.9	91.1	93.4	93.4	84.9	92.1	95.7	90.1	89.3	89.8
<b>E-6</b>	93.8	91.7	90.7	88.7	91.3	88	90.3	93.9	93.9	92.2	91.7	93.8	93.2	91.8	90.7
<b>E-5</b>	91.2	90.2	89.4	95	93.2	92.3	96.2	92.2	92.4	91.7	90.9	84.9	91.9	90.7	89.6
<b>E-4</b>	84.4	82.3	80.6	86.1	88.4	84.1	85.7	84.5	84	88.7	84.8	83.6	84.9	83	81.3
<b>E-3</b>	87.9	87.5	88.9	91.4	84.6	88.6	86.8	88.6	88.4	90.6	84.2	85.9	88.2	87.3	88.7
<b>E-2</b>	88.4	89.1	86.5	88	80.3	82.3	90.1	85.9	86.9	85.4	86.4	86.9	88.4	88.1	86.4
<b>E-1</b>	82.6	84.7	85.3	89.7	77.5	68.8	92.4	90.6	75	85.2	75.8	76.5	84	84.1	83.5
<b>TOTAL ENLISTED</b>	89	87.9	87.2	89.8	88.8	87.4	89.6	88.8	88.5	89.1	87	85.8	89.1	88	87.3
<b>TOTAL</b>	89.6	88.5	88	90.3	89.2	88.3	90.1	89.1	88.5	89.4	88	86.8	89.7	88.6	88

<b>Continuation Rates, FY 1998 to 2000 (Active Duty Percentage Changes)</b>															<b>Table F-19</b>
<b>DOD TOTAL</b>															
	<b>WHITE</b>			<b>BLACK</b>			<b>HISPANIC</b>			<b>OTHER</b>			<b>TOTAL</b>		
<b>GRADE</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>
<b>O-10</b>	71.9	63.3	77.4	100	66.7	33.3	0	0	0	0	100	100	74.3	64.7	74.3
<b>O-9</b>	77.2	80.4	73.3	100	100	100	0	0	0	100	0	0	77.8	80.9	74.2
<b>O-8</b>	82.9	81.9	79.2	81.8	84.6	93.3	66.7	33.3	100	100	50	33.3	83	81.1	79.5
<b>O-7</b>	90.5	89	88.8	89.7	96	73.9	66.7	83.3	100	66.7	100	100	90	89.4	88.3
<b>O-6</b>	82.3	84.4	83.1	88.4	88.4	87.6	85.4	89.8	89.3	83.7	85.1	84.1	82.6	84.7	83.5
<b>O-5</b>	88	88.4	87.6	89.7	89.2	88.2	90.9	89.3	89.1	88.6	88.8	85.6	88.2	88.5	87.6
<b>O-4</b>	92.6	91.6	91.7	92.8	93.1	93.2	91.8	92.9	91.6	92.6	93.1	91.8	92.6	91.8	91.9
<b>O-3</b>	89.2	88.1	88	91.7	90	89.9	89.1	88.2	88.3	89.2	88.5	88.6	89.4	88.2	88.2
<b>O-2</b>	91.6	91.4	91.6	90.7	92.2	92.3	93.3	91.6	92.4	91.1	91.5	92.4	91.6	91.5	91.7
<b>O-1</b>	98.4	98.6	98.6	97.7	98	97.5	98.4	98.3	98.5	99.2	99	98.5	98.4	98.6	98.5
<b>TOTAL OFFICER</b>	90.6	90.2	90	92.3	91.8	91.6	91.8	91.4	91.9	91.6	91.5	91.2	90.8	90.4	90.3
<b>W-5</b>	78.9	77.8	74.5	78.1	88.2	87.2	40	71.4	80	40	75	100	77.5	78.5	76.4
<b>W-4</b>	79.8	82.3	82.3	84.8	84	92	80.3	85.9	84	88.6	86.5	85.8	80.6	82.8	83.5
<b>W-3</b>	88.9	87.4	86.6	86.7	87.5	85.8	85.9	85.3	85.5	84.8	84.2	82.5	88.3	87.2	86.3
<b>W-2</b>	93.7	93	92.7	94.1	95	95.1	90.5	93.6	94.1	96.2	92.7	91.7	93.7	93.3	93.1
<b>W-1</b>	98.5	98.3	97.9	98.6	98.4	98	99	99.2	99.2	100	97.1	99.1	98.7	98.3	98
<b>TOTAL WARRANT</b>	90.4	89.9	89.4	92.1	92.9	93.2	88.8	91.5	91.6	92.2	90.2	89.8	90.6	90.4	90.1
<b>TOTAL WARRANT &amp; OFFICER</b>	90.6	90.1	90	92.3	92	91.8	91.5	91.4	91.8	91.6	91.4	91.1	90.8	90.4	90.3
<b>E-9</b>	78.9	78.6	78.7	82.8	84.1	84	78.6	83.2	86.8	80.2	84.1	83.4	79.7	80.3	80.6
<b>E-8</b>	79.5	80.7	82.3	80.8	83.3	83.7	80.9	83.1	81.7	80.7	80.8	83.7	80	81.5	82.7
<b>E-7</b>	86.4	86.3	86.9	85.8	86.3	86.2	86.2	86.1	86.2	85	85.5	87.8	86.2	86.3	86.8
<b>E-6</b>	90.2	90.3	90.9	90.7	91.4	91.9	90.6	90.9	91.6	91.1	91.6	91.8	90.4	90.7	91.3
<b>E-5</b>	87.7	87	86.9	91	90.9	90.7	88.6	87.9	88.1	90.6	90.3	89.8	88.7	88.1	88
<b>E-4</b>	74.9	74.8	74.9	81.7	81.3	81.2	76.9	75.7	76.5	80.3	79.4	79.6	76.7	76.4	76.7
<b>E-3</b>	84.2	85.6	86.7	84.4	85.1	85.9	86.1	87.3	88.2	87.5	88.5	89.3	84.6	85.9	86.9
<b>E-2</b>	85.6	86.1	85.9	84.3	84.8	85.6	89.1	88.8	89.4	88.4	88.6	89.5	85.8	86.3	86.5
<b>E-1</b>	80.3	80.5	80.2	80.7	80.6	80.9	84.2	85.1	85.9	83.7	83.1	80.9	81	81.2	81
<b>TOTAL ENLISTED</b>	83.6	83.7	84	86.2	86.4	86.5	85	84.8	85.2	86.5	86.5	86.6	84.4	84.5	84.8
<b>TOTAL</b>	85	85	85.2	86.6	86.7	86.8	85.5	85.3	85.8	87.2	87.1	87.2	85.4	85.5	85.7

Table F-20

**ARMY NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)**

GRADE	PERMANENT										TEMPORARY										TOTAL							
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel			Operating Strength		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	M	F	Total
O-6	0	0	45	11	0	0	-	-	45	11	0	0	2	-	0	47	16	16	5	65	21	110	32	142	3230	295	3525	
O-5	3	0	66	13	1	1	-	-	70	14	0	0	2	-	1	64	47	30	6	96	54	166	68	234	7930	1071	9001	
O-4	12	1	46	17	1	0	-	-	59	18	0	0	14	1	47	97	44	75	18	186	110	245	128	373	12479	1947	14426	
O-3	2	0	28	19	2	1	-	-	32	20	0	0	15	3	114	78	62	132	36	225	215	257	235	492	18317	3260	21577	
O-2	1	0	8	10	0	1	-	-	9	11	0	0	10	1	68	41	45	30	20	81	134	90	145	235	7522	1870	9392	
O-1	1	0	1	5	7	1	-	-	9	6	1	0	3	1	15	10	12	3	0	17	28	26	34	60	6220	1478	7698	
TOT OFR	19	1	194	150	11	4	-	-	224	155	1	0	46	6	245	337	226	286	85	670	562	894	717	1611	55698	9921	65619	
W-5	0	0	8	0	0	0	-	-	8	0	0	0	1	0	0	3	2	2	0	6	2	14	2	16	388	3	391	
W-4	1	0	14	4	0	0	-	-	15	4	0	0	1	0	0	14	2	6	0	21	2	36	6	42	1396	41	1437	
W-3	2	0	15	3	0	0	-	-	17	3	0	0	5	0	0	35	3	10	1	50	4	67	7	74	2806	124	2930	
W-2	2	0	17	7	1	0	-	-	20	7	0	0	10	2	9	38	9	11	2	59	22	79	29	108	4433	479	4912	
W-1	0	0	0	0	0	0	-	-	0	0	0	0	2	0	2	16	2	2	0	20	4	20	4	24	1730	137	1867	
TOT WO	5	0	54	14	1	0	-	-	60	14	0	0	19	2	11	106	18	31	3	156	34	216	48	264	10753	784	11537	
E-9	3	0	24	10	0	0	-	-	27	10	0	0	2	0	0	109	20	20	0	131	20	158	30	188	3028	212	3240	
E-8	13	1	96	31	1	0	-	-	110	32	0	0	9	1	4	83	22	173	9	265	36	375	68	443	9741	1107	10848	
E-7	40	1	338	113	5	2	-	-	383	116	0	0	61	6	18	319	76	1069	113	1449	213	1832	329	2161	32452	4308	36760	
E-6	70	6	366	179	10	3	-	-	446	188	8	0	120	13	69	389	157	1273	170	1790	409	2236	597	2833	48808	6757	55565	
E-5	54	9	418	234	7	1	-	-	479	244	20	2	199	34	530	412	188	479	221	1110	975	1589	1219	2808	59727	10586	70313	
E-4	31	8	637	370	7	0	-	-	675	378	66	3	674	91	1381	586	282	337	188	1663	1945	2338	2323	4661	87838	18447	106285	
E-3	5	3	232	103	1	0	-	-	238	106	62	5	636	95	766	218	98	135	59	1051	1023	1289	1129	2418	40270	7858	48128	
E-2	1	0	83	26	0	0	-	-	84	26	46	2	869	89	232	92	38	71	23	1078	384	1162	410	1572	33372	6971	40343	
E-1	2	0	38	3	0	0	-	-	40	3	66	1	1610	151	44	43	7	59	11	1778	214	1818	217	2035	16596	3116	19712	
TOT EN	219	28	2232	1069	31	6	-	-	2482	1103	268	13	4180	480	3044	2251	888	3616	794	10315	5219	12797	6322	19119	331832	59362	391194	
COL TOT	243	29	2480	1233	43	10	-	-	2766	1272	269	13	4245	488	3300	2694	1132	3933	882	11141	5815	13907	7087	20994	398283	70067	468350	

NOTES:

1. Army data is as of September 15, 2000. Army data sources are Army Major Command reports and HQDA HIV+database.
2. Army strength data source is TAPDB (Total Army Personnel Database).
3. Army medical permanent data is an approximation.
4. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total

Table F-21

**ARMY NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)  
(BY PERCENT)**

GRADE	PERMANENT										TEMPORARY										TOTAL				
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
O-6	0	0	1	4	0	0	-	-	1	4	0	0	0	0	0	0	1	5	0	2	2	7	3	11	4
O-5	0	0	1	1	0	0	-	-	1	1	0	0	0	0	0	0	1	4	0	1	1	5	2	6	3
O-4	0	0	0	1	0	0	-	-	0	1	0	0	0	0	0	2	1	2	1	1	10	6	2	7	3
O-3	0	0	0	1	0	0	-	-	0	1	0	0	0	0	0	3	0	2	1	1	1	7	1	7	2
O-2	0	0	0	1	0	0	-	-	0	1	0	0	0	0	0	4	1	2	0	1	1	7	1	8	3
O-1	0	0	1	4	0	0	-	-	1	4	0	0	0	0	0	0	1	5	0	2	2	7	3	11	4
TOT OFR	0	0	1	1	0	0	-	-	1	1	0	0	0	0	0	0	1	4	0	1	1	5	2	6	3
W-5	0	0	0	1	0	0	-	-	0	1	0	0	0	0	0	2	1	2	1	1	1	7	1	7	2
W-4	0	0	0	1	0	0	-	-	0	1	0	0	0	0	0	3	0	2	1	1	1	7	1	8	3
W-3	0	0	0	1	0	0	-	-	0	1	0	0	0	0	0	4	1	2	0	1	0	2	0	2	1
W-2	0	0	0	0	0	0	-	-	0	0	0	0	0	0	0	1	0	1	0	0	0	2	0	2	1
W-1	0	0	0	2	0	0	-	-	0	2	0	0	0	0	0	2	1	2	1	1	1	6	2	7	2
TOT WO	0	0	2	0	0	0	-	-	2	0	0	0	0	0	0	0	1	67	1	0	2	67	4	67	4
E-9	0	0	1	10	0	0	-	-	1	10	0	0	0	0	0	0	1	5	0	0	2	5	3	15	3
E-8	0	0	1	2	0	0	-	-	1	2	0	0	0	0	0	0	1	2	0	1	2	3	2	6	3
E-7	0	0	0	1	0	0	-	-	0	1	0	0	0	0	0	2	1	2	0	0	1	5	2	6	2
E-6	0	0	0	0	0	0	-	-	0	0	0	0	0	0	0	1	1	1	0	0	1	3	1	3	1
E-5	0	0	1	2	0	0	-	-	1	2	0	0	0	0	0	1	1	2	0	0	1	4	2	6	2
E-4	0	0	1	5	0	0	-	-	1	5	0	0	0	0	0	0	4	9	1	0	4	9	5	14	6
E-3	0	0	1	3	0	0	-	-	1	3	0	0	0	0	0	0	1	2	2	1	3	3	4	6	4
E-2	0	0	1	3	0	0	-	-	1	3	0	0	0	0	0	0	1	2	3	3	4	5	6	8	6
E-1	0	0	1	3	0	0	-	-	1	3	0	0	0	0	0	1	1	2	3	3	4	6	5	9	5
TOT EN	0	0	1	2	0	0	-	-	1	2	0	0	0	0	0	5	1	2	1	2	2	9	3	12	4
COL TOT	0	0	1	2	0	0	-	-	1	2	0	0	1	0	0	7	1	2	0	1	2	11	3	13	4

NOTES:

1. Army data is as of September 15, 2000. Army data sources are Army Major Command reports and HQDA HIV+database.
2. Army strength data source is TAPDB (Total Army Personnel Database).
3. Army medical permanent data is an approximation.
4. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total

Table F-22

**NAVY NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)**

GRADE	PERMANENT										TEMPORARY										TOTAL								
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel			Operating Strength			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	M	F	Total			
O-6	1	0	0	1	-	-	-	-	1	1	0	0	2	0	0	0	5	1	2	0	9	1	10	2	12	3233	367	3600	
O-5	2	0	0	1	-	-	-	-	2	1	0	0	0	0	0	0	15	3	7	0	22	3	24	4	28	6520	971	7491	
O-4	10	0	7	2	-	-	-	-	17	2	0	0	4	1	0	0	15	8	14	1	33	10	50	12	62	9350	1647	10997	
O-3	2	0	16	6	-	-	-	-	18	6	1	0	13	0	0	0	46	16	17	2	77	18	95	24	119	15227	2863	18090	
O-2	0	0	5	0	-	-	-	-	5	0	0	0	8	0	0	0	30	11	5	1	43	12	48	12	60	4975	897	5872	
O-1	1	0	7	2	-	-	-	-	8	2	0	0	3	0	0	0	7	8	5	0	15	8	23	10	33	6280	1244	7524	
TOT OFR	16	0	35	12	-	-	-	-	51	12	1	0	30	1	0	0	118	47	50	4	199	52	250	64	314	45585	7989	53574	
W-5	0	0	0	0	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W-4	0	0	1	0	-	-	-	-	1	0	1	0	0	0	0	0	4	0	3	0	8	0	9	0	9	397	11	408	
W-3	0	0	1	1	-	-	-	-	1	1	0	0	0	0	0	0	2	2	2	0	4	2	5	3	8	400	20	420	
W-2	0	0	0	0	-	-	-	-	0	0	0	0	1	0	0	0	6	1	3	0	10	1	10	1	11	820	47	867	
W-1	0	0	0	0	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOT WO	0	0	2	1	-	-	-	-	2	1	1	0	1	0	0	0	12	3	8	0	22	3	24	4	28	1617	78	1695	
E-9	1	0	1	0	-	-	-	-	2	0	0	0	0	0	0	0	23	4	30	6	53	10	55	10	65	3002	127	3129	
E-8	2	0	2	0	-	-	-	-	4	0	0	0	0	0	0	0	64	10	83	10	147	20	151	20	171	6154	433	6587	
E-7	14	0	28	3	-	-	-	-	42	3	6	0	3	0	0	3	276	37	349	50	634	90	676	93	769	22427	1963	24390	
E-6	107	4	48	5	-	-	-	-	155	9	25	2	12	0	0	23	789	113	938	136	1764	274	1919	283	2202	52158	5433	57591	
E-5	133	7	24	3	-	-	-	-	157	10	76	5	26	3	0	180	937	197	1158	241	2197	626	2354	636	2900	63915	8539	72454	
E-4	11	1	2	2	-	-	-	-	13	3	192	9	59	2	0	627	892	290	1211	347	2354	1275	2367	1278	3645	55592	11151	66743	
E-3	8	0	1	0	-	-	-	-	9	0	411	40	106	8	0	494	513	208	689	248	1719	998	1728	998	2726	36366	9470	45836	
E-2	0	0	0	1	-	-	-	-	0	1	562	47	153	15	0	151	143	57	261	82	1119	352	1119	353	1472	23353	4918	28271	
E-1	0	0	0	0	-	-	-	-	0	0	538	67	418	30	0	23	27	14	105	37	1088	171	1088	171	1259	19626	3796	23422	
TOT EN	276	12	106	14	-	-	-	-	382	26	1810	170	777	58	0	1501	3664	930	4824	1157	11075	3816	11457	3842	15299	282593	45830	328423	
COL TOT	292	12	143	27	-	-	-	-	435	39	1812	170	808	59	0	1501	3794	980	4882	1161	11296	3871	11731	3910	15641	329795	53897	383692	

NOTES:  
1. NAVY DATA IS "AS OF" 30 SEPTEMBER 2000. NAVY SOURCE FILES ARE THE ENLISTED AND OFFICER MASTER FILES, THE DIARY MESSAGE REPORTING SYSTEM, AND HIV+ DATABASE  
2. NAVY STRENGTH DATA IS DMDC 30 SEPTEMBER 00 ACTIVE DUTY MASTER FILE.  
3. NAVY DOES NOT REPORT HAZARDOUS DUTY RESTRICTED PERSONNEL IN ITS PERSONNEL MASTER FILES.  
4. NAVY MANAGES 'LEGAL' NONDEPLOYABLES IN THE INDIVIDUALS ACCOUNT.  
5. NAVY PREGNANCY DATA IS UNDERSTATED. ENLISTED FEMALES ARE TRACKED ONLY IF ON SEA DUTY WHEN PREGNANCY IS DIAGNOSED; FEMALE OFFICER PREGNANCIES ARE NOT TRACKED.  
6. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total

Table F-23

**NAVY NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)  
(BY PERCENT)**

GRADE	PERMANENT										TEMPORARY										TOTAL							
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel			Operating Strength		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	M	F	Total
O-6	0.0	0.0	0.0	0.3	-	-	-	-	0.0	0.3	0.0	0.0	0.1	0.0	0.0	0.0	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.3	0.3	0.3	0.5	0.3
O-5	0.0	0.0	0.0	0.1	-	-	-	-	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.1	0.3	0.4	0.4	0.4
O-4	0.1	0.0	0.1	0.1	-	-	-	-	0.2	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.5	0.1	0.1	0.1	0.0	0.1	0.1	0.6	0.5	0.7	0.6
O-3	0.0	0.0	0.1	0.2	-	-	-	-	0.1	0.2	0.0	0.0	0.1	0.0	0.0	0.0	0.3	0.6	0.1	0.1	0.0	0.0	0.1	0.2	0.6	0.6	0.8	0.7
O-2	0.0	0.0	0.1	0.0	-	-	-	-	0.1	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.6	1.2	0.1	0.1	0.0	0.0	0.1	0.0	1.3	1.0	1.3	1.0
O-1	0.0	0.0	0.1	0.2	-	-	-	-	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.6	0.1	0.0	0.0	0.0	0.1	0.2	0.6	0.4	0.8	0.4
TOT OFR	0.0	0.0	0.1	0.2	-	-	-	-	0.1	0.2	0.0	0.0	0.1	0.0	0.0	0.0	0.3	0.6	0.1	0.1	0.0	0.0	0.1	0.2	0.7	0.5	0.8	0.6
W-5	0.0	0.0	0.0	0.0	-	-	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
W-4	0.0	0.0	0.3	0.0	-	-	-	-	0.3	0.0	0.3	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.8	0.0	0.0	0.0	0.3	0.0	0.0	2.3	0.0	2.2
W-3	0.0	0.0	0.3	5.0	-	-	-	-	0.3	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	10.0	0.5	0.0	0.0	0.0	0.3	5.0	10.0	1.3	15.0	1.9
W-2	0.0	0.0	0.0	0.0	-	-	-	-	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.7	2.1	0.4	0.0	0.0	0.0	0.0	0.0	2.1	1.2	2.1	1.3
W-1	0.0	0.0	0.0	0.0	-	-	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOT WO	0.0	0.0	0.1	1.3	-	-	-	-	0.1	1.3	0.1	0.0	0.1	0.0	0.0	0.0	0.7	3.8	0.5	0.0	0.0	0.0	0.1	1.3	3.8	1.5	5.1	1.7
E-9	0.0	0.0	0.0	0.0	-	-	-	-	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	3.1	1.0	4.7	0.0	0.0	0.0	0.0	7.9	1.8	7.9	2.1
E-8	0.0	0.0	0.0	0.0	-	-	-	-	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.3	1.3	2.3	0.0	0.0	0.0	0.0	4.6	2.5	4.6	2.6
E-7	0.1	0.0	0.1	0.2	-	-	-	-	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.2	1.2	1.9	1.6	2.5	0.1	0.0	0.1	0.2	4.6	3.0	4.7	3.2
E-6	0.2	0.1	0.1	0.1	-	-	-	-	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.4	1.5	2.1	1.8	2.5	0.2	0.1	0.1	0.1	5.0	3.7	5.2	3.8
E-5	0.2	0.1	0.0	0.0	-	-	-	-	0.2	0.1	0.1	0.1	0.0	0.0	0.0	2.1	1.5	2.3	1.8	2.8	0.2	0.1	0.0	0.0	7.3	3.7	7.4	4.1
E-4	0.0	0.0	0.0	0.0	-	-	-	-	0.0	0.0	0.3	0.1	0.1	0.0	0.0	5.6	1.6	2.6	2.2	3.1	0.0	0.0	0.0	0.0	11.4	4.3	11.5	5.5
E-3	0.0	0.0	0.0	0.0	-	-	-	-	0.0	0.0	1.1	0.4	0.3	0.1	0.0	5.2	1.4	2.2	1.9	2.6	0.0	0.0	0.0	0.0	10.5	4.8	10.5	5.9
E-2	0.0	0.0	0.0	0.0	-	-	-	-	0.0	0.0	2.4	1.0	0.7	0.3	0.0	3.1	0.6	1.2	1.1	1.7	0.0	0.0	0.0	0.0	7.2	4.8	7.2	5.2
E-1	0.0	0.0	0.0	0.0	-	-	-	-	0.0	0.0	2.7	1.8	2.1	0.8	0.0	0.6	0.1	0.4	0.5	1.0	0.0	0.0	0.0	0.0	4.5	5.5	4.5	5.4
TOT EN	0.1	0.0	0.0	0.0	-	-	-	-	0.1	0.1	0.6	0.4	0.3	0.1	0.0	3.3	1.3	2.0	1.7	2.5	0.1	0.0	0.0	0.0	8.3	4.1	8.4	4.7
COL TOT	0.1	0.0	0.0	0.1	-	-	-	-	0.1	0.1	0.5	0.3	0.2	0.1	0.0	2.8	1.2	1.8	1.5	2.2	0.1	0.0	0.0	0.1	7.2	3.6	7.3	4.1

NOTES:  
1. NAVY DATA IS "AS OF" 30 SEPTEMBER 2000. NAVY SOURCE FILES ARE THE ENLISTED AND OFFICER MASTER FILES, THE DIARY MESSAGE REPORTING SYSTEM, AND HIV+ DATABASE  
2. NAVY STRENGTH DATA IS DMDC 30 SEPTEMBER 00 ACTIVE DUTY MASTER FILE.  
3. NAVY DOES NOT REPORT HAZARDOUS DUTY RESTRICTED PERSONNEL IN ITS PERSONNEL MASTER FILES.  
4. NAVY MANAGES 'LEGAL' NONDEPLOYABLES IN THE INDIVIDUALS ACCOUNT.  
5. NAVY PREGNANCY DATA IS UNDERSTATED. ENLISTED FEMALES ARE TRACKED ONLY IF ON SEA DUTY WHEN PREGNANCY IS DIAGNOSED; FEMALE OFFICER PREGNANCIES ARE NOT TRACKED.  
6. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total

Table F-24

**MARINE CORPS NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)**

GRADE	PERMANENT										TEMPORARY										TOTAL								
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel			Operating Strength			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	M	F	TOTAL	
O-6	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	3	0	4	0	4	1	5	613	16	629
O-5	1	0	1	0	1	0	0	0	3	0	0	0	0	0	0	0	8	2	6	0	14	2	17	2	19	1722	54	1776	
O-4	0	0	0	0	2	0	0	0	2	0	0	0	0	0	1	11	0	7	0	18	1	20	1	21	3286	89	3375		
O-3	2	0	0	0	4	0	0	0	6	0	0	0	1	0	0	4	14	0	9	1	24	5	30	5	35	4795	244	5039	
O-2	0	0	0	0	0	0	1	0	1	0	0	0	1	0	0	1	4	0	13	0	18	1	19	1	20	2376	202	2578	
O-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	3	0	4	3	4	3	7	2336	207	2543	
TOT OFR	3	1	1	0	7	0	1	0	12	1	0	0	2	0	0	8	39	3	41	1	82	12	94	13	102	15128	812	15940	
W-5	0	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0	0	1	0	1	0	3	0	3	71	4	75		
W-4	0	0	1	0	1	0	0	0	2	0	0	0	0	0	0	1	0	1	0	2	0	4	0	4	247	9	256		
W-3	0	0	1	0	3	0	0	0	4	0	0	0	0	0	0	7	0	3	0	10	0	14	0	14	475	38	513		
W-2	0	0	0	0	3	0	0	0	3	0	0	0	1	0	0	1	5	1	2	1	8	3	11	3	14	772	52	824	
W-1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	2	0	2	0	2	229	16	245	
TOT WO	0	0	2	0	9	0	0	0	11	0	0	0	2	0	0	1	13	1	8	1	23	3	34	3	37	1794	119	1913	
E-9	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	51	2	13	0	64	2	65	2	67	1196	37	1233	
E-8	3	0	0	0	17	0	0	0	20	0	0	0	1	0	0	1	51	6	75	5	127	12	147	12	159	3184	180	3364	
E-7	10	0	4	2	18	0	0	0	32	2	0	0	1	0	0	6	135	12	122	7	258	25	290	27	317	8374	455	8829	
E-6	17	1	2	0	4	0	0	0	23	1	0	0	6	0	0	16	179	16	323	18	508	50	531	51	582	12980	687	13667	
E-5	6	0	1	0	4	0	0	0	11	0	5	0	17	0	0	70	320	32	96	9	438	111	449	111	560	20984	1336	22320	
E-4	9	0	4	0	0	0	0	0	13	0	6	0	30	2	0	115	467	79	490	43	993	239	1006	239	1245	26426	1910	28336	
E-3	5	2	0	0	0	0	0	0	5	2	61	1	106	0	0	206	774	149	951	82	1892	438	1897	440	2337	41027	2945	43972	
E-2	1	0	0	0	0	0	0	0	1	0	72	5	116	1	0	17	129	29	369	29	686	81	687	81	768	18534	1345	19879	
E-1	0	0	0	0	0	0	0	0	0	0	50	0	394	6	0	0	41	0	166	4	651	10	651	10	661	13155	631	13786	
TOT EN	51	3	11	2	44	0	0	0	106	5	194	6	671	9	0	431	2147	325	2605	197	5617	968	5723	973	6696	145860	9526	155386	
COL TOT	54	4	14	2	60	0	1	0	129	6	194	6	675	9	0	440	2199	329	2654	199	5722	983	5851	989	6835	162782	10457	173239	

NOTES:  
1. MARINE CORPS DATA IS "AS OF" 29 SEPTEMBER 2000. MARINE CORPS SOURCE FILES ARE THE MARINE CORPS HEADQUARTERS MASTER FILE AND, HIV+ DATABASE.  
2. MARINE CORPS STRENGTH DATA SOURCE IS "AS OF" 29 SEPTEMBER 2000.  
3. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total

Table F-25

**MARINE CORPS NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)  
(BY PERCENT)**

GRADE	PERMANENT										TEMPORARY										TOTAL				
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL
O-6	0.0	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.5	0.0	0.7	0.0	0.7	6.3	0.8
O-5	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	3.7	0.3	0.0	0.8	3.7	1.0	3.7	1.1
O-4	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	1.1	0.3	0.0	0.2	0.0	0.5	1.1	0.6	1.1	0.6	0.6
O-3	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	1.6	0.3	0.0	0.2	0.4	0.5	2.0	0.6	2.0	0.7	0.7
O-2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.2	0.0	0.5	0.0	0.8	0.5	0.8	0.5	0.8	0.8
O-1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.5	0.1	0.0	0.2	1.4	0.2	1.4	0.3	0.3
TOT OFR	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	1.0	0.3	0.4	0.3	0.1	0.5	1.5	0.6	1.6	0.6	0.6
W-5	0.0	0.0	0.0	0.0	2.8	0.0	0.0	0.0	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.4	0.0	1.4	0.0	4.2	0.0	4.0	4.0
W-4	0.0	0.0	0.4	0.0	0.4	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.4	0.0	0.8	0.0	1.6	0.0	1.6
W-3	0.0	0.0	0.2	0.0	0.6	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	1.5	0.0	0.6	0.0	2.1	0.0	2.9	0.0	2.7	2.7
W-2	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.1	0.0	0.0	1.9	0.6	1.9	0.3	1.9	1.0	5.8	1.4	5.8	1.7
W-1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.4	0.0	0.9	0.0	0.9	0.0	0.8	0.8
TOT WO	0.0	0.0	0.1	0.0	0.5	0.0	0.0	0.0	0.6	0.0	0.0	0.0	0.1	0.0	0.8	0.7	0.8	0.4	0.8	1.3	2.5	1.9	2.5	1.9	1.9
E-9	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.3	5.4	1.1	0.0	5.4	5.4	5.4	5.4	5.4
E-8	0.1	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.6	1.6	3.3	2.4	2.8	4.0	6.7	4.6	6.7	4.7	4.7
E-7	0.1	0.0	0.0	0.4	0.2	0.0	0.0	0.0	0.4	0.4	0.0	0.0	0.0	0.0	1.3	1.6	2.6	1.5	1.5	3.1	5.5	3.5	5.9	3.6	3.6
E-6	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.0	0.0	0.0	2.3	1.4	2.3	2.5	2.6	3.9	7.3	4.1	7.4	4.3	4.3
E-5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	5.2	1.5	2.4	0.5	0.7	2.1	8.3	2.1	8.3	2.5
E-4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	6.0	1.8	4.1	1.9	2.3	3.8	12.5	3.8	12.5	4.4
E-3	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.3	0.0	0.0	7.0	1.9	5.1	2.3	2.8	4.6	14.9	4.6	14.9	5.3
E-2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.4	0.6	0.1	0.0	1.3	0.7	2.2	2.0	2.2	3.7	6.0	3.7	6.0	3.9
E-1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	3.0	1.0	0.0	0.0	0.3	0.0	1.3	0.6	4.9	1.6	4.9	1.6	4.8
TOT EN	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.5	0.1	0.0	4.5	1.5	3.4	1.8	2.1	3.9	10.2	3.9	10.2	4.3
COL TOT	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.4	0.1	0.0	4.2	1.4	3.1	1.6	1.9	3.5	9.4	3.6	9.5	3.9

NOTES:  
1. MARINE CORPS DATA IS "AS OF" 29 SEPTEMBER 2000. MARINE CORPS SOURCE FILES ARE THE MARINE CORPS HEADQUARTERS MASTER FILE AND, HIV+ DATABASE.  
2. MARINE CORPS STRENGTH DATA SOURCE IS "AS OF" 29 SEPTEMBER 2000.  
3. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total

APPENDIX F  
Personnel Readiness Factors by Race and Gender

Table F-26

**AIR FORCE NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)**

GRADE	PERMANENT										TEMPORARY										TOTAL								
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel			Operating Strength			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	M	F	TOTAL	
O-6	83	10	2	0	2	0	1	0	88	10	0	0	0	0	0	0	12	4	70	14	82	18	170	28	198	3283	297	3580	
O-5	135	26	4	0	0	0	0	0	139	26	0	0	0	0	0	14	27	11	195	37	222	62	361	88	449	8170	1198	9368	
O-4	150	37	0	1	0	0	1	0	151	38	0	0	1	0	0	104	38	11	341	84	380	199	531	237	768	11610	2083	13693	
O-3	106	32	2	0	0	0	0	0	108	32	0	0	8	0	0	257	60	35	635	186	703	478	811	510	1321	17097	4083	21180	
O-2	14	3	1	0	0	0	0	0	15	3	0	0	1	0	0	53	10	11	215	72	226	136	241	139	380	4478	1349	5827	
O-1	3	4	0	0	0	1	0	0	3	5	0	0	0	0	0	44	9	6	280	78	289	128	292	133	425	3467	1198	4665	
TOT OFR	491	112	9	1	2	1	2	0	504	114	0	0	10	0	0	472	156	78	1736	471	1902	1021	2406	1135	3541	48105	10208	58313	
W-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W-4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOT WO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E-9	72	7	2	0	0	0	0	0	74	7	0	0	1	0	0	2	20	3	59	6	80	11	154	18	172	2419	305	2724	
E-8	119	14	2	1	0	0	0	0	121	15	0	0	0	0	0	5	31	13	164	19	195	37	316	52	368	4784	647	5431	
E-7	551	86	11	1	1	0	1	0	564	87	0	0	7	0	0	37	227	38	711	90	945	165	1509	252	1761	24455	2881	27336	
E-6	808	129	12	2	2	0	3	1	825	132	0	0	9	0	0	147	334	82	1034	144	1377	373	2202	505	2707	35829	4835	40664	
E-5	800	197	12	2	1	1	6	4	819	204	0	0	12	0	1	710	528	147	1742	306	2283	1163	3102	1367	4469	55260	11136	66396	
E-4	138	63	4	2	0	0	430	199	572	264	1	0	12	5	0	1112	378	168	1749	519	2140	1804	2712	2068	4780	40452	13650	54102	
E-3	28	15	2	3	0	0	844	322	874	340	2	1	32	2	0	971	336	154	2500	720	2870	1848	3744	2188	5932	35986	11175	47161	
E-2	0	1	1	0	0	0	220	112	221	113	0	0	9	1	0	139	60	20	665	266	734	426	955	539	1494	5347	2765	8112	
E-1	0	0	0	1	0	0	33	15	33	16	1	0	18	5	0	4	12	4	376	203	407	216	440	232	672	745	324	1069	
TOT EN	2516	512	46	12	4	1	1537	653	4103	1178	4	1	100	13	1	3127	1926	629	9000	2273	11031	6043	15134	7221	22355	205277	47718	252995	
COL TOT	3007	624	55	13	6	2	1539	653	4607	1292	4	1	110	13	1	3599	2082	707	10736	2744	12933	7064	17540	8356	25896	253382	57926	311308	

- NOTES:  
1. AIR FORCE DATA IS "AS OF" 30 SEPTEMBER 2000. AIR FORCE SOURCE FILE IS THE PERSONNEL DATA SYSTEM.  
2. AIR FORCE STRENGTH DATA IS "AS OF" 30 SEPTEMBER 2000.  
3. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total

Table F-27

**AIR FORCE NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)  
(BY PERCENT)**

GRADE	PERMANENT										TEMPORARY										TOTAL				
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL		
O-6	2.5	3.4	0.1	0.0	0.1	0.0	0.3	0.0	2.7	3.4	0.0	0.0	0.0	0.0	0.0	0.0	0.4	1.3	2.1	4.7	2.5	6.1	5.2	9.4	5.5
O-5	1.7	2.2	0.0	0.0	0.0	0.0	0.0	0.0	1.7	2.2	0.0	0.0	0.0	0.0	0.0	1.2	0.3	0.9	2.4	3.1	2.7	5.2	4.4	7.3	4.8
O-4	1.3	1.8	0.0	0.0	0.0	0.0	0.0	0.0	1.3	1.8	0.0	0.0	0.0	0.0	0.0	5.0	0.3	0.5	2.9	4.0	3.3	9.6	4.6	11.4	5.6
O-3	0.6	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.8	0.0	0.0	0.0	0.0	0.0	6.3	0.4	0.9	3.7	4.6	4.1	11.7	4.7	12.5	6.2
O-2	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.2	0.0	0.0	0.0	0.0	0.0	3.9	0.2	0.8	4.8	5.3	5.0	10.1	5.4	10.3	6.5
O-1	0.1	0.3	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.4	0.0	0.0	0.0	0.0	0.0	3.7	0.3	0.5	8.1	6.5	8.3	10.7	8.4	11.1	9.1
TOT OFR	1.0	1.1	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.1	0.0	0.0	0.0	0.0	0.0	4.6	0.3	0.8	3.6	4.6	4.0	10.0	5.0	11.1	6.1
W-5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
W-4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
W-3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
W-2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
W-1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOT WO	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
E-9	3.0	2.3	0.0	0.0	0.0	0.0	0.0	0.0	3.1	2.3	0.0	0.0	0.0	0.0	0.0	0.7	0.8	1.0	2.4	2.0	3.3	3.6	6.4	5.9	6.3
E-8	2.5	2.2	0.0	0.2	0.0	0.0	0.0	0.0	2.5	2.3	0.0	0.0	0.0	0.0	0.0	0.8	0.6	2.0	3.4	2.9	4.1	5.7	6.6	8.0	6.8
E-7	2.3	3.0	0.0	0.0	0.0	0.0	0.0	0.0	2.3	3.0	0.0	0.0	0.0	0.0	0.0	1.3	0.9	1.3	2.9	3.1	3.9	5.7	6.2	8.7	6.4
E-6	2.3	2.7	0.0	0.0	0.0	0.0	0.1	0.0	2.3	2.7	0.0	0.0	0.0	0.0	0.0	3.0	0.9	1.7	2.9	3.0	3.8	7.7	6.1	10.4	6.7
E-5	1.4	1.8	0.0	0.0	0.0	0.0	0.1	0.0	1.5	1.8	0.0	0.0	0.0	0.0	0.0	6.4	1.0	1.3	3.2	2.7	4.1	10.4	5.6	12.3	6.7
E-4	0.3	0.5	0.0	0.0	0.0	0.0	3.2	1.5	1.4	1.9	0.0	0.0	0.0	0.0	0.0	8.1	0.9	1.2	4.3	3.8	5.3	13.2	6.7	15.2	8.8
E-3	0.1	0.1	0.0	0.0	0.0	0.0	7.6	2.9	2.4	3.0	0.0	0.0	0.1	0.0	0.0	8.7	0.9	1.4	6.9	6.4	8.0	16.5	10.4	19.6	12.6
E-2	0.0	0.0	0.0	0.0	0.0	0.0	8.0	4.1	4.1	4.1	0.0	0.0	0.2	0.0	0.0	5.0	1.1	0.7	12.4	9.6	13.7	15.4	17.9	19.5	18.4
E-1	0.0	0.0	0.1	0.3	0.0	0.0	10.2	4.6	4.4	4.9	0.1	0.0	2.4	1.5	0.0	1.2	1.6	1.2	50.5	62.7	54.6	66.7	59.1	71.6	62.9
TOT EN	1.2	1.1	0.0	0.0	0.0	0.0	3.2	1.4	2.0	2.5	0.0	0.0	0.0	0.0	0.0	6.6	0.9	1.3	4.4	4.8	5.4	12.7	7.4	15.1	8.8
COL TOT	1.2	1.1	0.0	0.0	0.0	0.0	2.7	1.1	1.8	2.2	0.0	0.0	0.0	0.0	0.0	6.2	0.8	1.2	4.2	4.7	5.1	12.2	6.9	14.4	8.3

- NOTES:  
1. AIR FORCE DATA IS "AS OF" 30 SEPTEMBER 2000. AIR FORCE SOURCE FILE IS THE PERSONNEL DATA SYSTEM.  
2. AIR FORCE STRENGTH DATA IS "AS OF" 30 SEPTEMBER 2000.  
3. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total

Table F-28

**DOD NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)**

GRADE	PERMANENT										TEMPORARY										TOTAL							
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel			Operating Strength		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	M	F	Total		
O-6	84	11	47	12	2	0	1	0	134	23	0	0	4	0	0	0	65	21	91	19	160	40	294	63	357	10389	975	11334
O-5	141	26	71	14	2	1	0	0	214	41	0	0	2	0	0	15	114	63	238	43	354	121	568	162	730	24342	3294	27636
O-4	172	38	53	20	3	0	1	0	229	58	0	0	19	2	0	152	161	63	437	103	617	320	846	378	1224	36725	5766	42491
O-3	112	32	46	25	6	1	0	0	164	58	1	0	37	3	0	375	198	113	793	225	1029	716	1193	774	1967	55436	10450	65886
O-2	15	3	14	10	0	1	1	0	30	14	0	0	20	1	0	122	85	67	263	93	368	283	398	297	695	19351	4318	23669
O-1	5	4	8	7	7	2	0	0	20	13	1	0	6	1	0	61	27	27	291	78	325	167	345	180	525	18303	4127	22430
TOT OFR	529	114	239	163	20	5	3	0	791	282	2	0	88	7	0	725	650	354	2113	561	2853	1647	3644	1929	5568	164516	28930	193446
W-5	0	0	8	0	2	0	0	0	10	0	0	0	1	0	0	0	3	2	3	0	7	2	17	2	19	459	7	466
W-4	1	0	16	4	1	0	0	0	18	4	1	0	1	0	0	0	19	2	10	0	31	2	49	6	55	2040	61	2101
W-3	2	0	17	4	3	0	0	0	22	4	0	0	5	0	0	0	44	5	15	1	64	6	86	10	96	3681	182	3863
W-2	2	0	17	7	4	0	0	0	23	7	0	0	12	2	0	10	49	11	16	3	77	26	100	33	133	6025	578	6603
W-1	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	16	2	3	0	22	4	22	4	26	1959	153	2112
TOT WO	5	0	58	15	10	0	0	0	73	15	1	0	22	2	0	12	131	22	47	4	201	40	274	55	329	14164	981	15145
E-9	76	7	27	10	1	0	0	0	104	17	0	0	3	0	0	2	203	29	122	12	328	43	432	60	492	9645	681	10326
E-8	137	15	100	32	18	0	0	0	255	47	0	0	10	1	0	10	229	51	495	43	734	105	989	152	1141	23863	2367	26230
E-7	615	87	381	119	24	2	1	0	1021	208	6	0	72	6	0	64	957	163	2251	260	3286	493	4307	701	5008	87708	9607	97315
E-6	1002	140	428	186	16	3	3	1	1449	330	33	2	147	13	0	255	1691	368	3568	468	5439	1106	6888	1436	8324	149775	17712	167487
E-5	993	213	455	239	12	2	6	4	1466	458	101	7	254	37	1	1490	2197	564	3475	777	6028	2875	7494	3333	10827	199886	31597	231483
E-4	189	72	647	374	7	0	430	199	1273	645	265	12	775	100	0	3235	2323	819	3787	1097	7150	5263	8423	5908	14331	210308	45158	254466
E-3	46	20	235	106	1	0	844	322	1126	448	536	47	880	105	0	2437	1841	609	4275	1109	7532	4307	8658	4755	13413	153649	31448	185097
E-2	2	1	84	27	0	0	220	112	306	140	680	54	1147	106	0	539	424	144	1366	400	3617	1243	3923	1383	5306	80606	15999	96605
E-1	2	0	38	4	0	0	33	15	73	19	655	68	2440	192	0	71	123	25	706	255	3924	611	3997	630	4627	50122	7867	57989
TOT EN	3062	555	2395	1097	79	7	1537	653	7073	2312	2276	190	5728	560	1	8103	9988	2772	20045	4421	38038	16046	45111	18358	63469	965562	162436	1127998
COL TOT	3596	669	2692	1275	109	12	1540	653	7937	2609	2279	190	5838	569	1	8840	10769	3148	22205	4986	41092	17733	49029	20342	69366	1144242	192347	1336589

NOTES:  
 1. DOD DATA IS A COMPOSITE OF SERVICE DATA. SERVICE DATA "AS OF" DATES ARE: ARMY - 15 SEPTEMBER 2000; NAVY - 30 SEPTEMBER 2000; MARINE CORPS - 29 SEPTEMBER 2000; AIR FORCE - 30 SEPTEMBER 2000.  
 2. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total  
 3. UNIQUE RECORD FOR EACH SERVICE MEMBER

Table F-29

**DOD NONDEPLOYABLE UNIT PERSONNEL  
(NUMBER BY CATEGORY, GRADE, AND GENDER)  
(BY PERCENT)**

GRADE	PERMANENT										TEMPORARY										TOTAL				
	HIV+		Medical Permanent		Hazardous Duty Restriction		Country Restriction		Total Permanent		AWOL		Legal Processing		Pregnancy		Medical Temporary		Administrative		Total Temporary		Nondeployable Unit Personnel		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
O-6	0.8	1.1	0.5	1.2	0.0	0.0	0.0	0.0	1.3	2.4	0.0	0.0	0.0	0.0	0.0	0.0	0.6	2.2	0.9	1.9	1.5	4.1	2.8	6.5	3.1
O-5	0.6	0.8	0.3	0.4	0.0	0.0	0.0	0.0	0.9	1.2	0.0	0.0	0.0	0.0	0.0	0.5	0.5	1.9	1.0	1.3	1.5	3.7	2.3	4.9	2.6
O-4	0.5	0.7	0.1	0.3	0.0	0.0	0.0	0.0	0.6	1.0	0.0	0.0	0.1	0.0	0.0	2.6	0.4	1.1	1.2	1.8	1.7	5.5	2.3	6.6	2.9
O-3	0.2	0.3	0.1	0.2	0.0	0.0	0.0	0.0	0.3	0.6	0.0	0.0	0.1	0.0	0.0	3.6	0.4	1.1	1.4	2.2	1.9	6.9	2.2	7.4	3.0
O-2	0.1	0.1	0.1	0.2	0.0	0.0	0.0	0.0	0.2	0.3	0.0	0.0	0.1	0.0	0.0	2.8	0.4	1.6	1.4	2.2	1.9	6.6	2.1	6.9	2.9
O-1	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.3	0.0	0.0	0.0	0.0	0.0	1.5	0.1	0.7	1.6	1.9	1.8	4.0	1.9	4.4	2.3
TOT OFR	0.3	0.4	0.1	0.6	0.0	0.0	0.0	0.0	0.5	1.0	0.0	0.0	0.1	0.0	0.0	2.5	0.4	1.2	1.3	1.9	1.7	5.7	2.2	6.7	2.9
W-5	0.0	0.0	1.7	0.0	0.4	0.0	0.0	0.0	2.2	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.7	28.6	0.7	0.0	1.5	28.6	3.7	28.6	4.1
W-4	0.0	0.0	0.8	6.6	0.0	0.0	0.0	0.0	0.9	6.6	0.0	0.0	0.0	0.0	0.0	0.0	0.9	3.3	0.5	0.0	1.5	3.3	2.4	9.8	2.6
W-3	0.1	0.0	0.5	2.2	0.1	0.0	0.0	0.0	0.6	2.2	0.0	0.0	0.1	0.0	0.0	0.0	1.2	2.7	0.4	0.5	1.7	3.3	2.3	5.5	2.5
W-2	0.0	0.0	0.3	1.2	0.1	0.0	0.0	0.0	0.4	1.2	0.0	0.0	0.2	0.3	0.0	1.7	0.8	1.9	0.3	0.5	1.3	4.5	1.7	5.7	2.0
W-1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	1.3	0.8	1.3	0.2	0.0	1.1	2.6	1.1	2.6	1.2
TOT WO	0.0	0.0	0.4	1.5	0.1	0.0	0.0	0.0	0.5	1.5	0.0	0.0	0.2	0.2	0.0	1.2	0.9	2.2	0.3	0.4	1.4	4.1	1.9	5.6	2.2
E-9	0.8	1.0	0.3	1.5	0.0	0.0	0.0	0.0	1.1	2.5	0.0	0.0	0.0	0.0	0.0	0.3	2.1	4.3	1.3	1.8	3.4	6.3	4.5	8.8	4.8
E-8	0.6	0.6	0.4	1.4	0.1	0.0	0.0	0.0	1.1	2.0	0.0	0.0	0.0	0.0	0.0	0.4	1.0	2.2	2.1	1.8	3.1	4.4	4.1	6.4	4.3
E-7	0.7	0.9	0.4	1.2	0.0	0.0	0.0	0.0	1.2	2.2	0.0	0.0	0.1	0.1	0.0	0.7	1.1	1.7	2.6	2.7	3.7	5.1	4.9	7.3	5.1
E-6	0.7	0.8	0.3	1.1	0.0	0.0	0.0	0.0	1.0	1.9	0.0	0.0	0.1	0.1	0.0	1.4	1.1	2.1	2.4	2.6	3.6	6.2	4.6	8.1	5.0
E-5	0.5	0.7	0.2	0.8	0.0	0.0	0.0	0.0	0.7	1.4	0.1	0.0	0.1	0.1	0.0	4.7	1.1	1.8	1.7	2.5	3.0	9.1	3.7	10.5	4.7
E-4	0.1	0.2	0.3	0.8	0.0	0.0	0.2	0.4	0.6	1.4	0.1	0.0	0.4	0.2	0.0	7.2	1.1	1.8	1.8	2.4	3.4	11.7	4.0	13.1	5.6
E-3	0.0	0.1	0.2	0.3	0.0	0.0	0.5	1.0	0.7	1.4	0.3	0.1	0.6	0.3	0.0	7.7	1.2	1.9	2.8	3.5	4.9	13.7	5.6	15.1	7.2
E-2	0.0	0.0	0.1	0.2	0.0	0.0	0.3	0.7	0.4	0.9	0.8	0.3	1.4	0.7	0.0	3.4	0.5	0.9	1.7	2.5	4.5	7.8	4.9	8.6	5.5
E-1	0.0	0.0	0.1	0.1	0.0	0.0	0.1	0.2	0.1	0.2	1.3	0.9	4.9	2.4	0.0	0.9	0.2	0.3	1.4	3.2	7.8	7.8	8.0	8.0	8.0
TOT EN	0.3	0.3	0.2	0.7	0.0	0.0	0.2	0.4	0.7	1.4	0.2	0.1	0.6	0.3	0.0	5.0	1.0	1.7	2.1	2.7	3.9	9.9	4.7	11.3	5.6
COL TOT	0.8	1.1	0.5	1.2	0.0	0.0	0.0	0.0	1.3	2.4	0.0	0.0	0.0	0.0	0.0	0.0	0.6	2.2	0.9	1.9	1.5	9.2	4.3	10.6	5.2

NOTES:  
1. DOD DATA IS A COMPOSITE OF SERVICE DATA. SERVICE DATA "AS OF" DATES ARE: ARMY - 15 SEPTEMBER 2000; NAVY - 30 SEPTEMBER 2000; MARINE CORPS - 29 SEPTEMBER 2000; AIR FORCE - 30 SEPTEMBER 2000.  
2. M=Male; F=Female; TOT OFR = Total Officer; TOT WO = Total Warrant Officer; TOT EN = Total Enlisted; COL TOT = Column Total  
3. UNIQUE RECORD FOR EACH SERVICE MEMBER

# APPENDIX G

## NATIONAL SECURITY AND THE LAW OF THE SEA CONVENTION

The internationally recognized freedoms of navigation and overflight are essential to the continued economic vitality and to the national security of the United States. As a maritime nation, the U.S. is dependent upon the ability of the international shipping community to move goods around the world; the vast majority of our imports and exports are shipped via the oceans. In its role as a major player in international affairs, the U.S. requires the ability to move its military forces around the globe, unconstrained by the need to obtain the authorization of any other nation. The complex geopolitical landscape of the post-Cold War era puts a premium on military forces that can move quickly anywhere in the world's oceans to provide presence for diplomatic purposes, to project power from the sea, to enforce United Nations sanctions, or to conduct humanitarian operations.

The United Nations Law of the Sea Convention sets out what 134 countries, plus the European Community, acknowledge is the legal framework within which all activities in the oceans and seas must be carried out. As the unified codification of the international law of the sea, the Convention establishes the rights and duties of both coastal and maritime states. It not only affirmatively grants U.S. naval and air forces navigational freedoms, but it also serves as the benchmark against which coastal state claims can be objectively evaluated. The Convention has had the practical effect of causing states to roll-back excessive maritime claims, and in other cases preventing new claims that would inhibit freedom of the seas.

The Department of Defense strongly supports U.S. accession to the Law of the Sea Convention. A universally respected ocean regime, with strong, unambiguous guarantees of fundamental operational rights, such as passage through foreign territorial seas, through international straits, and through the world's archipelagos, preserves the ability of the U.S. to deter and respond to threats whenever and wherever required.

Since 1983, the U.S. has acknowledged that the Law of the Sea Convention reflects, for the most part, customary international law. Since that time, the U.S. has abided by that international law, and has, through its Freedom of Navigation Program, sought to encourage other nations to respect the balance of rights contained within the Convention. The Convention, however, is not static. There are many international bodies created by the Convention that may in the future propose interpretations or implementations of the law of the sea which could affect U.S. interests. In addition, there are a number of other respected international organizations in which the U.S. participates that look to the Convention for guidance on oceans issues. To maximize our ability to defend important navigational freedoms, the U.S. needs to be represented on such bodies and to be able to speak with the authority of a Party.

The nation's security depends upon its ability to conduct military operations on, over, and under the world's oceans. The best guarantee that this access to the oceans will continue in the years ahead is for the United States to become a party to the Law of the Sea Convention.



# APPENDIX H

## FREEDOM OF NAVIGATION

For over 20 years, the United States has reaffirmed its long-standing policy of exercising and asserting its freedom of navigation and overflight rights on a worldwide basis. Such assertions by the U.S. preserve navigational freedoms for all nations, ensure open access to the world's oceans for international trade, and preserve global mobility of U.S. armed forces. Assertions communicate that the U.S. does not acquiesce to the excessive maritime claims of other nations and thereby prevent them from becoming accepted as the international norm. Over the years, many nations have commented favorably upon the U.S.'s actions to maintain high vigilance of countries making maritime claims that exceed the provisions of the UN Convention on the Law of the Sea and to ensure that coastal regimes inconsistent with freedom of navigation do not become accepted as the customary norm.

Challenges to other nations' excessive maritime claims are conducted both through diplomatic protests and operational assertions by U.S. armed forces, under the Freedom of Navigation Program. Freedom of Navigation assertions are non-provocative and oftentimes have persuaded States to bring their practices into conformity with the UN Convention on the Law of the Sea.

In FY 2000, U.S. armed forces conducted operational assertions described below, all without incident. Besides these specific actions, military vessels and aircraft exercised high seas freedoms and overflight rights by conducting transit passage, archipelagic sea lanes passage and innocent passage throughout the world, including dozens of routine passages through the Indonesian (22 transits) and Philippine (28 transits) archipelagos. Combined with robust and highly visible routine operations by U.S. armed forces on, over, and under the world's oceans, and strong U.S. support for the navigational provisions of UN Convention on the Law of the Sea, Freedom of Navigation operations have continued to underscore the U.S. commitment to a stable legal regime for the world's oceans. So, too, does it operate as a safeguard for freedoms essential to national security and global stability, such as, strategic deterrence, forward presence, crisis response, and force reconstitution

Table H-1

<b>FY 2000 FREEDOM OF NAVIGATION OPERATIONAL ASSERTIONS</b>	
<b>COUNTRY</b>	<b>CHALLENGES</b>
Bangladesh	Excessive straight baselines
Burma	Claimed security zone; excessive straight baselines; authority to regulate overflight in international airspace
Cambodia	Claimed security zone; excessive straight baselines
China	Taiwan's excessive straight baselines
Ecuador	200 nautical mile territorial seas
Egypt	Prior permission for warships / nuclear powered vessels to enter territorial seas
El Salvador	200 nautical mile territorial sea
Iran	Excessive straight baselines
Libya	Claimed Historical (internal) Waters (Gulf of Sidra)
Malaysia	Prior permission for military exercises in exclusive economic zone
Philippines	Excessive straight baselines
Romania	Prior permission for warships to transit territorial seas
Syria	35 nautical mile territorial seas / prior permission for warships to enter territorial seas
Venezuela	Claimed security zone
Vietnam	Prior permission for warships to enter contiguous zone and territorial sea; requirement for warships to place weapons in non-operative status prior to entering contiguous zone; excessive straight baselines

APPENDIX I  
GOVERNMENT PERFORMANCE  
AND RESULTS ACT

The Department's FY 2002 Performance Plan and FY 2000 Performance Report will be published separately, after the FY 2002 President's Budget is submitted to Congress.



# APPENDIX J

## INFORMATION TECHNOLOGY MANAGEMENT GOALS

Section 5123 of the Clinger-Cohen Act requires that the Department establish goals for improving the efficiency and effectiveness of agency operations through the use of information technology (IT) and prepare an annual report, to be included in the budget submission to Congress, on the progress in achieving the goals. This is the Department's fourth Section 5123 annual report.

### DOD INFORMATION MANAGEMENT GOALS

Consistent with the Act, the DoD Chief Information Officer (CIO) has published a DoD Information Management (IM) Strategic Plan that focuses on attaining the Department's information superiority goals as well as those of the Act. This will be achieved through global, affordable, and timely access to reliable and secure information for worldwide decision making and operations. To realize this vision, the Department has established the goals described in Table J-1.

<b>DoD Information Management Goals</b>		<b>Table J-1</b>
<b>Goal 1—Become a mission partner:</b>		
Identify mission needs and align IT.		
Forge effective partnership relationships with customers.		
Move toward an information marketplace.		
<b>Goal 2—Provide services that satisfy customer information needs:</b>		
Build an infrastructure based on architectures and performance.		
Ensure DoD systems meet the Year 2000 (Y2K) challenge.		
Modernize and integrate the Defense Information Infrastructure, evolving it to the Global Information Grid (GIG).		
Introduce new paradigms.		
Improve IT management tools.		
<b>Goal 3—Reform information technology management processes to increase efficiency and mission contribution:</b>		
Institutionalize Clinger-Cohen Act and provisions of Section 8121(b) of the FY2000 DoD Appropriation Act.		
Institute fundamental IT management reform efforts.		
Promote the development of an IT management knowledge-based workforce within DoD.		
Provide the IM/IT support required to ensure individuals with disabilities have equal access to the information environments and opportunities in DoD		

Table J-1
<b>DoD Information Management Goals (Continued)</b>
<b>Goal 4—Ensure DoD’s vital information resources are secure and protected:</b>
Make Information Assurance (IA) an integral part of DoD mission readiness criteria.
Enhance DoD personnel IA awareness and capabilities.
Enhance DoD IA operational capabilities.
Establish an integrated DoD security management infrastructure.

## **DOD INFORMATION MANAGEMENT GOALS—ACCOMPLISHMENTS**

### **GOAL 1—BECOME A MISSION PARTNER**

The DoD CIO Executive Board continues to be the Department's principal forum to advise the Secretary and Deputy Secretary on the full range of matters pertaining to Subdivision E of the Clinger-Cohen Act. Chaired by the DoD CIO and comprised of DoD Component CIOs, as well as senior managers from the Joint Staff, intelligence, financial, acquisition, and other functional communities, the Board provides a forum for discussing and resolving key information management issues. During the first nine months of its existence, the Board has approved several policies to improve the acquisition, management and use of information and the technology that supports it. These policies address information assurance, telecommunications, network management and operations, architectures, interoperability, computing, software applications, and the overall management of information.

In August, 2000 the DoD CIO convened a three day Worldwide DoD CIO Conference which brought together the key players in the DoD CIO community. Attendees included the CIOs of all of the combatant commands, Services, the Joint Staff, Office of the Secretary of Defense and numerous Defense Agencies, as well as key managers in the mission and functional communities. In addition to panel discussions, executive seminars and roundtable discussions on a wide variety of critical DoD CIO initiatives, emphasis was placed on explicitly defining the roles, responsibilities, and relationships of the CIO within the DoD organization. The intent is to create a greater focus of leadership for information management and a means of coordinating information management and technology activities across the enterprise and with business partners and customers.

### **GOAL 2—PROVIDE SERVICES THAT SATISFY CUSTOMER INFORMATION NEEDS**

The DoD CIO responded to Section 8121(a) of the FY 2000 Defense Appropriations Act by ensuring central registration of all DoD mission critical and mission essential IT systems by March 31, 2000. This automated central registry, while proving useful in its own right, is being expanded to provide for an “integrated management view of DoD IT investments.” DoD-wide concerns regarding Information Assurance, Software, Acquisition Oversight, Global Information Grid (GIG), and Enterprise Licensing will all be addressed through data elements gained through future registration updates.

The GIG concept was formulated to enable Full Spectrum Dominance for Joint Vision 2010 and beyond. It envisions a baseline capability integrating all DoD command, control, communications, computers, intelligence, surveillance, and reconnaissance requirements—strategic, operational, tactical, and base/post/camp/station/ship—providing flexible, assured bandwidth to warfighters regardless of environment. The GIG encompasses IT and National Security Systems as defined in the Clinger-Cohen Act.

The DoD CIO initiated work on the GIG, which is the next major increment of the Department's Information Technology Architecture (ITA) as required by Clinger-Cohen. The GIG Architecture effort provides the operational and systems views to complement the already existing technical view embodied in the Joint Technical Architecture. The GIG product set includes baselines and objectives for full integration of all Joint Mission Areas.

The Defense Management Council approved on September 24, 1999, the overall smart card policy and procedural concepts and directed all DoD components to take actions necessary to implement the use of a standard DoD smart card. This card, which will become the Department's common access card, will embrace the functions of personnel identification (ID), physical security access, and computer network access. The common access card will be the standard ID card for military personnel (to include the Selected Reserve) and DoD civilian employees.

### **GOAL 3—REFORM INFORMATION TECHNOLOGY MANAGEMENT PROCESSES TO INCREASE EFFICIENCY AND MISSION CONTRIBUTION**

The DoD CIO is a member of the Defense Acquisition Board, thus ensuring that the CIO position is heard on all acquisition deliberations.

The DoD CIO issued a policy memorandum implementing Section 8121(b) of the FY 2000 DoD Appropriation Act, requiring DoD CIO to certify that Major Automated Information Systems (MAIS) are being developed in accordance with the Clinger-Cohen Act. The legislation requires the DoD CIO to notify the Congress of MAIS certifications in a timely manner. To date, five MAIS programs have been certified to Congress as Clinger-Cohen Act compliant.

The Clinger-Cohen Act and other reform legislation require that DoD implement a process whereby IT investments are managed and evaluated based on specific, measurable contributions to DoD mission goals and priorities. To achieve this, the Department has initiated a Families-of-Systems (FoS) approach to managing and overseeing its IT investments in mission areas. Under this approach, mission areas will be analyzed and investments will be grouped by mission capability to establish FoS portfolios. Trade-offs among investments will be made to the optimum benefit of the mission, and benefits will be measured and evaluated in the context of their contribution to the overall success of the mission.

The Enterprise Software Initiative (ESI) is a project that is saving money on commercial-off-the-shelf software by developing a DoD-wide business process for purchasing, distributing, and managing software and creating DoD-wide software agreements. Savings for software licenses and maintenance range from 2 percent to 98 percent off GSA Federal Supply Schedule pricing, depending on the company and number of licenses purchased. DoD savings attributed to ESI increased ten-fold during the past year, due to central financing for software and acceptance of the project. To increase the benefits of ESI, the DoD CIO issued a policy that requires DoD buyers to purchase software from ESI software inventory when available. Buyers must also consider ESI software agreements before they can purchase software from other sources.

In the past year, the Department has been active in a number of internal and external initiatives to employ new and innovative approaches regarding the recruitment, retention, and training of information technology professionals. Following are highlights of key initiatives.

A Deputy Secretary of Defense memorandum dated July 14, 2000, approved implementation of recommendations resulting from an in-depth study of Information Assurance (IA) and Information Technology (IT) recruiting, retention, and training practices within DoD. The implementation of the initiatives will improve the management

of the Department's IA/IT workforce, enabling the Department to: (1) identify and track IA/IT professionals by definitive skill sets, and (2) ensure critical IA/IT management training is completed by individuals in key positions.

The Department is currently working on a variety of initiatives with the Office of Personnel Management to improve the recruitment and retention of IT professionals. These initiatives entail:

- Establishment of new Federal classification standards for the computer specialist series with specialty categories so organizations can readily identify and track critical skill sets. The standards are currently in draft and will be finalized and made mandatory during 2001.
- Participation in studies and reviews of the IT workforce pay structure to develop recommendations regarding specialty pay for select IT skills in the Federal government.
- Revamping of the recruiting/hiring process by improving the solicitation, rating, and interview process. The proposed new recruiting processes are currently being piloted within the Department and other Federal agencies to assist OPM in determining if changes are required prior to full implementation.

The Department chaired a Federal CIO committee consisting of 23 civilian agencies to update the Clinger-Cohen competencies to reflect new and emerging critical information technology management (ITM) requirements. The revised competencies were approved September 2000, by the Federal CIO Council for use as a baseline in determining critical ITM skills, knowledge, training, and workforce requirements of Government officials performing ITM responsibilities.

The Information Resources Management College (IRMC) has been designated as the Department's flagship for information technology management training for senior managers. In addition to the two primary programs offered, the Advanced Management Program and the DoD CIO Certificate Program, the IRMC has established the Information Security/Assurance Certificate Program. This new program has been certified by the National Security Telecommunications and Information Systems Security (NSTISS) Committee as being compliant with the Information Systems Security Professionals standard (NSTISSI No. 4011). The IRM College is one of only four schools nationally that has been certified as meeting the specified NSTISSI training criteria. The National Security Agency also recognized the College's work in this area and awarded the IRMC a three-year appointment as a National Center of Academic Excellence in Information Assurance, for meeting educational requirements of Presidential Decision Directive 63, "Critical Infrastructure Protection".

#### **GOAL 4—ENSURE DOD'S VITAL INFORMATION RESOURCES ARE SECURE AND PROTECTED**

Through a Web security initiative, a continued level of scrutiny was applied to the type of information being posted to DoD Web sites.

The Defense Computer Forensics Laboratory continues to develop the skills needed in the future to investigate computer intrusions.

The Department updated its policy on Public Key Infrastructure. This policy sets a milestone of October 2002 by which all DoD active military, civilian, and selected Reserve personnel will have Common Access Card (smart card) tokens hosting their PKI certificates.

In support of Critical Infrastructure (PDD-63) and DoD critical asset protection, the Department conducted a “Table-Top” exercise with the US and UK addressing critical (national) infrastructure protection (CIP/CNIP) problems, with a special interest in those problems rooted in the ongoing highly dynamic revolution in information technology.

The Joint Counterintelligence Evaluation Office continues to ensure that the senior DoD leadership is informed of significant counterintelligence investigative activity. Significant activity includes foreign intelligence threats to DoD critical technologies, information infrastructure, U.S. military operations, and personnel.

We are reengineering the GIG in a manner that will provide, in conjunction with other actions, the “Defense-in-Depth” necessary to protect DoD information systems. The GIG Information Assurance Policy, addresses not only the confidentiality requirement of DoD’s information but also its availability, integrity, and the need for strong identification and non-repudiation services.

In response to increasing cyber attacks, DoD accomplished the following:

- During the Melissa Virus incident in March 2000, the maturing role of the Joint Task Force-Computer Network Defense (JTF-CND) became evident. In cooperation with the DOD Computer Emergency Response Team (CERT) and the JTF’s service components, the JTF-CND was able to quickly assess the threat, develop a defensive strategy, and direct appropriate defensive actions. Again in May 2000, the LOVELETTER virus provided another example of JTF-CND rapid action. The JTF staff rapidly identified the potential damage and provided rapid notification to the CINCs, Services, and agencies, which enabled them to effectively respond.
- In 1999, DISA established an Information Assurance Vulnerability Alert (IAVA) system for distributing vulnerability information to all DoD elements on behalf of OSD. So far this year DISA has issued, 3 IAVAs (alerts), 6 IAVBs (bulletins) and 11 technical advisories. DISA also developed a database to immediately distribute vulnerability information to each system administrator and to track and report on their response to these alerts.
- Improved its ability to analyze data and assess attacks.
- Conducted red team exercises to improve operational readiness and continued improvements to the red team methodology.

## **CONCLUSION**

By aggressively pursuing a well-articulated set of DoD CIO priorities, DoD has:

- Established the DoD CIO Executive Board as a decision making forum that is actively reviewing and approving policies which are designed to enhance compliance with the Clinger-Cohen Act.
- Clearly established criteria and policy that creates a focus of leadership for the DoD CIO.
- Established the Global Information Grid with objectives toward full integration of all Joint Mission Areas.

- Initiated the Family-of-Systems Management and Oversight process.
- Continued significant improve in Information Systems Security.

Accomplishment of these steps has enabled the Department to move forward toward more complete implementation of the Clinger-Cohen Act of 1996.

# APPENDIX K

## JUSTIFICATIONS FOR FY 2001 DOD COMMITTEES SUBJECT TO THE FEDERAL ADVISORY COMMITTEE ACT

Committee Name	Committee Type	Justification	Projected Cost of Committee—FY 2001
Advisory Council on Dependents' Education	Statutory	The Advisory Council on Dependents' Education was established under title XIV, section 1411, of Public Law 95-561, Defense Dependents' Education Act of 1978, as amended by title XII, section 1204(b)(3)-(5), of Public Law 99-145, Department of Defense Authorization Act of 1986 (20 U.S.C., chapter 25A, section 929, Advisory Council on Dependents' Education).	\$290,000
Advisory Group on Electron Devices	Discretionary	To assist DoD in planning, directing, and coordinating an effective and economical research and development program in electron device technology. These devices play a critical role in military systems in determining overall system performance, reliability, and life-cycle.	\$417,814
Air University Board of Visitors	Discretionary	To assist the Air University to sustain effective programs by obtaining advice and recommendations on performance of the educational mission from members of the education, professional, public affairs, industrial, and business communities.	\$76,300
Armament Retooling and Manufacturing Support Executive Advisory Committee	Discretionary	To provide oversight of the Armament Retooling and Manufacturing Support Program and a communications forum where a group of experts may advise the Secretary of the Army concerning the changing roles for Government-Owned, Contractor-Operated Army ammunition plants.	\$191,864
Armed Forces Epidemiological Board	Discretionary	To advise the Assistant Secretary of Defense (Health Affairs) on operational programs, policy development, and research requirements and programs for the prevention of disease and injury and the promotion of health. Board recommendations are used to shape DoD and Service force protection policy.	\$220,000
Army Education Advisory Committee	Discretionary	To advise the Secretary of the Army on Army educational programs and educational matters of interest through five subcommittees concerned with the Command and General Staff College, the Reserve Officers Training Corps, the School of the Americas, the U.S. Army War College, and Distance Learning/Training Technology Applications.	\$175,213

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## Justifications for FY 2001 DoD Committees Subject to the Federal Advisory Committee Act

Army Science Board	Discretionary	To advise the Secretary of the Army and the Chief of Staff of the Army and their staffs on scientific, technological, and acquisition matters of interest to the Department of the Army.	\$1,377,780
Ballistic Missile Defense Advisory Committee	Discretionary	To provide the Secretary of Defense with advice and insights into the ballistic missile defense program, and make recommendations on the acquisition and development of systems related to the program.	\$101,000
Board of Advisors to the President, Naval War College	Discretionary	To advise and assist the President, Naval War College, by examining and making recommendations regarding the educational, doctrinal, enrollment, and research policies and programs at the college.	\$9,650
Board of Advisors to the Superintendent, Naval Postgraduate School	Discretionary	To advise the Secretary of the Navy on Naval Graduate Education Programs by reviewing curricula, instruction, physical plant and equipment, administration, state of the student body, fiscal affairs and resources, and other matters relating to the operation of school programs.	\$47,500
Board of Advisors, Defense Finance and Accounting Service (DFAS)	Discretionary	To streamline and modernize DoD financial management to ensure it is as effective and economical as feasible, fulfills the information needs of decision makers, satisfies statutory requirements, eliminates fraud and waste, and provides superior customer service.	\$5,500
Board of Regents, Uniformed Services University of the Health Sciences	Statutory	10 USC 2113 as amended by P.L. 101-511.	\$209,000
Board of Visitors, Department of Defense Centers for Regional Security	Discretionary	To advise the Secretary of Defense on matters related to mission, policy, faculty, students, curricula, educational methods, research, facilities, and administration of the George C. Marshall European Center for Security Studies and the Asia-Pacific Center for Defense Studies.	\$100,100
Board of Visitors, Joint Military Intelligence College	Discretionary	To advise the Director, Defense Intelligence Agency, and the President, Joint Military Intelligence College, on matters related to mission, policy, accreditation, faculty, students, facilities, curricula, educational methods, research, and administration.	\$20,609
Board of Visitors, Marine Corps University	Statutory	10 USC 7102.	\$53,297
Board of Visitors, National Defense University	Discretionary	To provide the President, National Defense University, and Commandants of the National War College and the Industrial College of the Armed Forces with observations, reviews, and criticism of University and College programs, policies, research, and administration.	\$15,000
Chief of Engineers Environmental Advisory Board	Discretionary	To advise the Chief of Engineers on policy development and procedural recommendations for consideration within the Corps of Engineers.	\$175,000
Chief of Naval Operations Executive Panel	Discretionary	To provide advice to the Chief of Naval Operations related to the role of naval power in the international strategic environment; review current and proposed Navy policies to provide advice on enhancing the Navy's effectiveness in support of national security policy; and recommend alternative policies in the light of evolving political, economic, technological, military, and social circumstances.	\$590,696
Community College of the Air Force Board of Visitors	Discretionary	To advise the Commander, Air Education and Training Command, and the Community College of the Air Force administration on the development and maintenance of career-related associate degree programs which meet the needs of the Air Force.	\$29,700
Defense Acquisition University Board of Visitors	Statutory	10 USC 1746.	\$33,600

Defense Advisory Committee on Military Personnel Testing	Discretionary	To review the calibration of personnel selection and classification tests to ensure the accuracy of resulting scores; review relevant validation studies to ensure that the tests have utility in predicting success in technical training and on the job; review ongoing testing research and development in support of the enlistment program; and make recommendations for improvements to make the testing process more responsive to the needs of Department of Defense and the Services.	\$87,528
Defense Advisory Committee on Women in the Services	Discretionary	To provide the Secretary of Defense with advice and recommendations on matters and policies relating to women in the armed forces.	\$853,385
Defense Environmental Response Task Force	Statutory	P. L. 102-380 Sec. 125 dated October 15, 1992.	\$0 (inactive)
Defense Intelligence Agency Science and Technology Advisory Board	Discretionary	To advise the Director, Defense Intelligence Agency, with scientific and technical expertise and advice on current and long term operational and intelligence matters.	\$202,801
Defense Labor Management Partnership Council	Presidential	Executive Orders 12871 dated October 1, 1993; 12983 dated December 21, 1995; 13062 dated September 29, 1997.	\$37,182
Defense Policy Advisory Committee on Trade	Discretionary	To provide general defense policy advice to the United States Trade Representative in conjunction with the Secretary of Defense concerning trade matters referred to in 19 USC 2155.	\$2,600
Defense Policy Board Advisory Committee	Discretionary	To provide the Secretary of Defense, Deputy Secretary, and Under Secretary for Policy with independent, informed advice and opinion concerning major matters of defense policy.	\$190,000
Defense Science Board	Discretionary	Make recommendations to the Under Secretary of Defense (Acquisition and Technology) and the Secretary of Defense on issues in areas relating to scientific, technical, and manufacturing matters of special interest to DoD.	\$3,637,465
Department of Defense Domestic Advisory Panel on Early Intervention and Education for Infants, Toddlers, and Preschool Children and Children with Disabilities	Statutory	20 USC 1413.	\$18,700
Department of Defense Education Benefits Board of Actuaries	Statutory	10 USC 1464.	\$47,000
Department of Defense Government-Industry Advisory Committee on the Operation and Modernization of the National Stockpile	Statutory	50 USC 98h-1(a).	\$0 (inactive)
Department of Defense Historical Advisory Committee	Discretionary	To provide advice to the Secretary of Defense and the Secretaries of the military departments regarding the professional standards, historical methodology, program priorities, liaison with professional groups and institutions, and adequacy of resources connected with the various historical programs and associated activities of the Department of Defense.	\$168,900
Department of Defense Medicare-Eligible Retiree Health Care Board of Actuaries	Statutory	10 USC 1114.	\$40,000
Department of Defense Pharmacy and Therapeutics Committee	Statutory	10 USC 1074g	\$250,000
Department of Defense Retirement Board of Actuaries	Statutory	10 USC 1464.	\$27,000

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## Justifications for FY 2001 DoD Committees Subject to the Federal Advisory Committee Act

Department of Defense Wage Committee	Discretionary	To make recommendations regarding wage surveys and wage schedules for blue-collar employees to the Department of Defense Wage Fixing Authority to discharge the responsibility assigned by P. L. 92-392 and the Office of Personnel Management. DoD has lead agency responsibility for setting wage rates in all 258 wage areas established under the Federal Wage System.	\$47,358
DoD Healthcare Quality Initiatives Review Panel	Statutory	P.L. 105-174, dated May 1, 1998.	\$99,550
Advisory Panel to Assess Domestic Response Capabilities for Terrorism Involving Weapons of Mass Destruction Advisory Panel	Statutory	P. L. 105-261, Section 1405.	\$1,000,000
Inland Waterways Users Board	Statutory	33 USC 2251.	\$230,000
Joint Advisory Council on Nuclear Weapons Surety	Discretionary	To advise the Secretary of Defense and the Department of Energy and inform the Joint Nuclear Weapons Council on nuclear weapons systems surety matters.	\$160,000
National Security Agency/ Central Security Service (NSA/CSS) Advisory Board	Discretionary	To advise the Director, NSA, Chief, CSS, and senior agency management on matters involving science, technology, signals intelligence production, information security, procedures, and management related to the mission of the NSA/CSS.	\$318,034
National Security Education Board	Statutory	P. L. 102-183, dated December 4, 1991.	\$71,200
Naval Research Advisory Committee	Discretionary	To maintain an understanding of the technological needs confronting the Navy and Marine Corps, keep abreast of the research and development which is being carried on to address them, and offer a judgment to the Navy and Marine Corps as to whether these efforts are adequate.	\$864,558
Navy Planning and Steering Advisory Committee	Discretionary	To provide objective advice and recommendations to the Secretary of the Navy and the Chief of Naval Operations on matters relating to submarine launched ballistic missile security and anti-submarine warfare.	\$15,800
Nuclear Command and Control System End-to-End Review Advisory Committee	Discretionary	To conduct an end-to-end-review of national and departmental nuclear weapons-related requirements, operations, support, and infrastructure for the 21st century.	\$800,000
Ocean Research Advisory Panel	Statutory	10 USC 7903 as amended by P. L. 105-85 dated November 18, 1997.	\$64,000
Overseas Dependent Schools National Advisory Panel on the Education of Dependents with Disabilities	Statutory	20 USC 1413, as amended dated October 1, 1990.	\$45,650
President's Council on the Use of Offsets in Commercial Trade	Presidential	Executive Order 13177 dated December 4, 2000.	\$25,000
President's Information Technology Advisory Committee	Presidential	Executive Order 13035 dated February 11, 1997, and amended July 24, 1998, and February 17, 1999.	\$834,200
President's National Security Telecommunications Advisory Committee	Presidential	Executive Order 12382 dated September 13, 1982; Executive Order 13062 dated September 29, 1997.	\$2,435,900
President's Security Policy Advisory Board	Presidential	Presidential Decision Directive NSC-20 dated September 16, 1994.	\$43,700
Scientific Advisory Board of the Armed Forces Institute of Pathology	Discretionary	To serve in the public interest as a scientific advisory board to the Director, Armed Forces Institute of Pathology (AFIP) and provide his or her staff with scientific and professional advice and guidance in matters pertaining to operational programs, policies, and procedures of AFIP and the central laboratory of pathology for DoD and other federal agencies with responsibilities for consultation, education, and research in pathology.	\$101,416

Special Oversight Board for DoD Investigations of Gulf War Chemical and Biological Incidents	Presidential	Executive Order 13075 dated February 19, 1998.	\$195,000
U.S. Strategic Command Strategic Advisory Group	Discretionary	To provide timely advice on scientific, technical, and policy related issues to Commander in Chief, United States Strategic Command, during the development of the nation's strategic war plans.	\$398,685
Telecommunications Service Priority System Oversight Committee	Discretionary	To provide advice and recommendations to the Secretary of Defense regarding the priority treatment of national security and emergency preparedness telecommunications services.	\$38,561
Threat Reduction Advisory Committee	Discretionary	To provide advice and assistance to the Under Secretary of Defense (Acquisition and Technology) with respect to technology security, counterproliferation, chemical and biological defense, sustainment of the nuclear weapons stockpile, and other matters related to the Defense Threat Reduction Agency mission.	\$428,600
Semiconductor Technology Council	Statutory	P. L. 103-160.	\$0 (inactive)
Strategic Environmental Research and Development Program Scientific Advisory Board	Statutory	10 USC 2904.	\$302,623
Uniform Formulary Beneficiary Advisory Panel	Statutory	10 USC 1074g(b)	\$60,000
U. S. Commission on National Security/ 21st Century	Discretionary	To investigate the wide range of security challenges facing the United States in the early 21st century and lend expert advice and direction to the National Security Study Group.	\$2,471,000
United States Air Force Academy Board of Visitors	Statutory	10 USC 9355.	\$15,955
United States Air Force Scientific Advisory Board	Discretionary	To provide independent wisdom and insight to Air Force senior leaders on science and technology for continued air and space dominance.	\$1,500,000
United States Army Coastal Engineering Research Board	Statutory	33 USC 462-2 and P. L. 88-172 dated November 11, 1963.	\$346,000
United States Military Academy Board of Visitors	Statutory	10 USC 4355.	\$54,700
United States Naval Academy Board of Visitors	Statutory	10 USC 6968.	\$5,000
		TOTAL PROJECTED FY 2001 COSTS	\$21,399,683
* This is a requirement of Public Law 105-85, Section 904, dated Nov. 18, 1997. Committees must be justified and fiscal years costs projected. All committees must be identified as discretionary (proposed by the Secretary), statutory (required by statute) or Presidential (directed by the President).			



# APPENDIX L

## RESOURCES ALLOCATED TO MISSION AND SUPPORT ACTIVITIES

Section 915 of the National Defense Authorization Act for Fiscal Year 1999 (Public Law 105-261) requires the Department of Defense (DoD) to identify resources allocated to mission and support activities in each of the five preceding fiscal years. In response to that requirement, Appendix L provides year-by-year comparisons of:

- DoD funding (in constant dollars) allocated to mission and infrastructure (or support) programs (Table L-1).
- DoD manpower allocated to mission and infrastructure (or support) programs (Tables L-2 through L-7).
- DoD manpower in management headquarters and headquarters support activities, compared to active-duty military end-strength (Table L-8).

Data for the reporting period (FY 1996-2001) have been normalized for definitional or accounting changes. The principal adjustments were required by Army and Air Force reclassifications that moved significant resources from infrastructure to mission categories.

### DEFINITIONS

In tracking annual resource allocations, this appendix uses definitions of mission and infrastructure adopted by the Department for the 1993 Bottom-Up Review and employed subsequently in the 1997 Quadrennial Defense Review. (In this context, the term infrastructure is synonymous with support.) The definitions support macro-level comparisons of DoD resources, such as those presented here. They are based on the DoD Future Years Defense Program (FYDP) and on a 1991 Institute for Defense Analyses publication, *A Reference Manual for Defense Mission Categories, Infrastructure Categories, and Program Elements*, prepared for the Office of the Secretary of Defense.

The definitions apply to a group of mission and infrastructure categories, where each FYDP program element is assigned to a unique category. The specific categories used in the definitions are as follows.

### MISSION CATEGORIES

- **Combat Forces.** Programs associated with military combat units, such as heavy divisions, tactical aircraft squadrons, and aircraft carriers.

- **Direct Support Forces.** Programs associated with support units that deploy with combat forces, such as corps-level support, tanker aircraft squadrons, and naval replenishment ships.
- **Other Forces.** Includes most intelligence, space, and combat-related command, control, and communications (C<sup>3</sup>) programs, such as cryptologic activities, satellite communications, and airborne command posts.

## INFRASTRUCTURE CATEGORIES

- **Science and Technology.** Consists of basic research, exploratory development, and advanced development programs.
- **Acquisition Infrastructure.** Consists of program offices and similar acquisition organizations as well as the test and evaluation infrastructure.
- **Installation Support.** Consists of base operations and real property maintenance activities that support installations from which military forces operate. Also includes environmental programs and family housing activities. Base operations or real property maintenance that supports an infrastructure function (such as logistics) is included within that infrastructure category, and is therefore not addressed under installation support.
- **Central C<sup>3</sup> Infrastructure.** Programs that manage C<sup>3</sup> assets or that provide centrally-managed C<sup>3</sup> services, such as base-level communications.
- **Force Management.** Programs that provide DoD-wide administrative functions. Includes management and operational headquarters activities directly related to military forces.
- **Central Logistics.** Consists of material management, depot maintenance, transportation, and logistics-related support functions (such as logistics management headquarters and installation support). Logistics functions that are part of combat or direct support forces are considered within the respective mission categories (as opposed to the infrastructure category).
- **Central Medical.** Programs that provide medical care to active-duty military personnel, dependents, and retirees.
- **Central Personnel Support.** Includes dependent support activities, acquisition of new DoD personnel, personnel transient and holding accounts, and miscellaneous personnel-related support functions, such as recruiting.
- **Central Training.** Comprises programs that provide central (or non-unit) training to defense personnel. Includes command-managed training, training of new personnel, officer training and academies, aviation and flight training, and military professional and skill training. Also includes miscellaneous other training-related support functions.
- **Resource Adjustments.** Consists of minor centrally-managed accounts, such as foreign currency fluctuations.

Table L-1						
<b>DoD TOA by Mission and Infrastructure (Support) Category (FY 2002 \$ in Billions)</b>						
	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
<b>Mission</b>	<b>Final figures were not available as of this report's publication date. Appendix L, in its entirety, will be provided to Congress under separate cover as soon as it is available.</b>					
Combat Forces						
Direct Support Forces						
Other Forces						
<i>Mission Total</i>						
<b>Infrastructure</b>						
Science and Technology Programs						
Acquisition						
Installation Support						
Central C <sup>3</sup>						
Force Management						
Central (Wholesale) Logistics						
Central Medical						
Central Personnel Support						
Central (Non-Unit) Training						
Resource Adjustments <sup>a</sup>						
<i>Infrastructure Total</i>						
<b>Grand Total</b>						
<b>Infrastructure as a Percentage of Total</b>						
<p>SOURCE: FY 2002 President's Budget and associated FYDP with Institute for Defense Analyses normalization adjustments. NOTE: TOA = total obligational authority.</p> <p><sup>a</sup> Reflects combined adjustments to TOA data to account for annual variations in military manpower levels and foreign currency exchange rates (relative to programmed or forecast amounts). Negative entries indicate costs associated with overages in active-duty end-strength at the end of a fiscal year relative to programmed manning and/or increased purchasing power of the dollar versus foreign currencies.</p>						

Table L-2

**DoD Active-Duty Military and Civilian Manpower by Mission and Infrastructure (Support)  
 Category (in Thousands)**

	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
<b>Mission</b>	<b>Final figures were not available as of this report's            publication date. Appendix L, in its entirety,            will be provided to Congress under separate            cover as soon as it is available.</b>					
Combat Forces						
Direct Support Forces						
Other Forces						
<i>Mission Total</i>						
<b>Infrastructure</b>						
Science and Technology Programs						
Acquisition						
Installation Support						
Central C <sup>3</sup>						
Force Management						
Central (Wholesale) Logistics						
Central Medical						
Central Personnel Support						
Central (Non-Unit) Training						
Resource Adjustments <sup>a</sup>						
<i>Infrastructure Total</i>						
<b>Grand Total</b>						
<b>Infrastructure as a Percentage of Total</b>						

SOURCE: FY 2002 President's Budget and associated FYDP with Institute for Defense Analyses normalization adjustments.

<sup>a</sup> Reflects adjustments to annual manpower data to account for differences between actual and programmed active-duty end-strength. Negative entries indicate overages in manpower levels at the end of a fiscal year relative to programmed amounts.

Table L-3						
<b>Army Active-Duty Military and Civilian Manpower by Mission and Infrastructure (Support)</b>						
<b>Category (in Thousands)</b>						
	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
<b>Mission</b>	<b>Final figures were not available as of this report's publication date. Appendix L, in its entirety, will be provided to Congress under separate cover as soon as it is available.</b>					
Combat Forces						
Direct Support Forces						
Other Forces						
<i>Mission Total</i>						
<b>Infrastructure</b>						
Science and Technology Programs						
Acquisition						
Installation Support						
Central C <sup>3</sup>						
Force Management						
Central (Wholesale) Logistics						
Central Medical						
Central Personnel Support						
Central (Non-Unit) Training						
Resource Adjustments <sup>a</sup>						
<i>Infrastructure Total</i>						
<b>Grand Total</b>						
<b>Infrastructure as a Percentage of Total</b>						
<p>SOURCE: FY 2002 President's Budget and associated FYDP with Institute for Defense Analyses normalization adjustments.</p> <p><sup>a</sup> Reflects adjustments to annual manpower data to account for differences between actual and programmed active-duty end-strength. Negative entries indicate overages in manpower levels at the end of a fiscal year relative to programmed amounts.</p>						

Table L-4

**Navy Active-Duty Military and Civilian Manpower by Mission and Infrastructure (Support)**  
**Category (in Thousands)**

	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
<b>Mission</b>	<b>Final figures were not available as of this report's            publication date. Appendix L, in its entirety,            will be provided to Congress under separate            cover as soon as it is available.</b>					
Combat Forces						
Direct Support Forces						
Other Forces						
<i>Mission Total</i>						
<b>Infrastructure<sup>a</sup></b>						
Science and Technology Programs						
Acquisition						
Installation Support						
Central C <sup>3</sup>						
Force Management						
Central (Wholesale) Logistics						
Central Medical						
Central Personnel Support						
Central (Non-Unit) Training						
Resource Adjustments <sup>b</sup>						
<i>Infrastructure Total</i>						
<b>Grand Total</b>						
<b>Infrastructure as a Percentage of Total</b>						

SOURCE: FY 2002 President's Budget and associated FYDP with Institute for Defense Analyses normalization adjustments.

<sup>a</sup> The Science and Technology Programs and Central Medical categories include all Marine Corps manpower assigned to those two categories. The remaining infrastructure categories may include some Marine Corps resources that are funded in Navy programs.

<sup>b</sup> Reflects adjustments to annual manpower data to account for differences between actual and programmed active-duty end-strength. Negative entries indicate overages in manpower levels at the end of a fiscal year relative to programmed amounts.

Table L-5												
<b>Air Force Active-Duty Military and Civilian Manpower by Mission and Infrastructure (Support) Category (in Thousands)</b>												
	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001						
<b>Mission</b>	<b>Final figures were not available as of this report's publication date. Appendix L, in its entirety, will be provided to Congress under separate cover as soon as it is available.</b>											
Combat Forces												
Direct Support Forces												
Other Forces												
<i>Mission Total</i>												
<b>Infrastructure</b>												
Acquisition												
Installation Support												
Central C <sup>3</sup>												
Force Management												
Central (Wholesale) Logistics												
Central Medical												
Central Personnel Support												
Central (Non-Unit) Training												
Resource Adjustments <sup>a</sup>												
<i>Infrastructure Total</i>												
<b>Grand Total</b>												
<b>Infrastructure as a Percentage of Total</b>												
SOURCE: FY 2002 President's Budget and associated FYDP with Institute for Defense Analyses normalization adjustments.												
<sup>a</sup> Reflects adjustments to annual manpower data to account for differences between actual and programmed active-duty end-strength. Negative entries indicate overages in manpower levels at the end of a fiscal year relative to programmed amounts.												

Table L-6												
<b>Marine Corps Active-Duty Military and Civilian Manpower by Mission and Infrastructure (Support) Category (in Thousands)</b>												
	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001						
<b>Mission</b>	<b>Final figures were not available as of this report's publication date. Appendix L, in its entirety, will be provided to Congress under separate cover as soon as it is available.</b>											
Combat Forces												
Direct Support Forces												
Other Forces												
<i>Mission Total</i>												
<b>Infrastructure<sup>a</sup></b>												
Acquisition												
Installation Support												
Central C <sup>3</sup>												
Force Management												
Central (Wholesale) Logistics												
Central Personnel Support												
Central (Non-Unit) Training												
Resource Adjustments <sup>b</sup>												
<i>Infrastructure Total</i>												
<b>Grand Total</b>												
<b>Infrastructure as a Percentage of Total</b>												
SOURCE: FY 2002 President's Budget and associated FYDP with Institute for Defense Analyses normalization adjustments.												
<sup>a</sup> The Science and Technology Programs and Central Medical categories are excluded from this table because these Marine Corps programs are centrally funded by the Department of the Navy. Marine manning levels for these two categories are included in Table L-4.												
<sup>b</sup> Reflects adjustments to annual manpower data to account for differences between actual and programmed active-duty end-strength. Negative entries indicate overages in manpower levels at the end of a fiscal year relative to programmed amounts.												

Table L-7						
<b>Defense Agency and Defense-Wide Active-Duty Military and Civilian Manpower by Mission and Infrastructure (Support) Category (in Thousands)</b>						
	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
<b>Mission</b>	<b>Final figures were not available as of this report's publication date. Appendix L, in its entirety, will be provided to Congress under separate cover as soon as it is available.</b>					
Combat Forces						
Direct Support Forces						
Other Forces						
<i>Mission Total</i>						
<b>Infrastructure</b>						
Science and Technology Programs						
Acquisition						
Installation Support						
Central C <sup>3</sup>						
Force Management						
Central (Wholesale) Logistics						
Central Medical						
Central Personnel Support						
Central (Non-Unit) Training						
Resource Adjustments <sup>a</sup>						
<i>Infrastructure Total</i>						
<b>Grand Total</b>						
<b>Infrastructure as a Percentage of Total</b>						
SOURCE: FY 2002 President's Budget and associated FYDP with Institute for Defense Analyses normalization adjustments.						
<sup>a</sup> Reflects adjustments to annual manpower data to account for differences between actual and programmed active-duty end-strength. Negative entries indicate overages in manpower levels at the end of a fiscal year relative to programmed amounts.						

Table L-8						
<b>Headquarters and Headquarters Support Manpower Compared to Active-Duty End-Strength (in Thousands)</b>						
	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
Management Headquarters and Support Activities	<b>Final figures were not available as of this report's publication date. Appendix L, in its entirety, will be provided to Congress under separate cover as soon as it is available.</b>					
Active-Duty Military End-Strength						
Headquarters Manning as a Percentage of Military End-Strength						
SOURCE: FY 2002 President's Budget and associated FYDP with Institute for Defense Analyses normalization adjustments.						

# APPENDIX M

## FOREIGN MILITARY ASSISTANCE

Foreign military assistance is an integral part of the United States peacetime engagement strategy and directly contributes to American national security and foreign policy objectives. The principal components of the program are Foreign Military Sales (FMS), Foreign Military Financing (FMF), International Military Education and Training (IMET), and transfers of Excess Defense Articles (EDA). Drawdowns of defense assets, directed by the President in response to urgent requirements, are also administered under the auspices of the foreign military assistance program. All components of the foreign military assistance program enable friends and allies to acquire U.S. equipment, services, and training for legitimate self-defense and for participation in multinational security efforts.

Ongoing foreign military assistance efforts support the primary foreign policy goals of safeguarding American security, building American prosperity, and promoting American values. By enhancing the capabilities of U.S. friends and allies to address conflicts, humanitarian crises, and natural disasters, it is less likely that American forces will be called upon to respond to regional problems. Strengthening deterrence, encouraging defense responsibility sharing among allies and friends, supporting U.S. readiness, and increasing interoperability between potential coalition partners through the transfer of defense equipment and training help security partners defend against aggression and strengthen their ability to fight alongside U.S. forces in coalition efforts. Therefore, when American involvement becomes necessary, these programs help to ensure that foreign militaries can work more efficiently and effectively with ours rather than be hobbled by mismatched equipment, communications, and doctrine.

Foreign military assistance, particularly the IMET program, helps to promote the principles of democracy, respect for human rights, and the rule of law. In addition to making the world a safer place, the spread of democratic principles contributes to a political environment more conducive to the global economic development so critical to the nation's well-being. Thus, there is a genuine linkage between foreign military assistance programs and the day-to-day lives of Americans.

### **FOREIGN MILITARY SALES**

The FMS program is the government-to-government method for selling U.S. defense equipment, services, and training. Sales in FY 2000 were approximately \$12.1 billion. Responsible arms sales further national security and foreign policy objectives by strengthening bilateral defense relations, supporting coalition building, and enhancing interoperability between U.S. forces and militaries of friends and allies. These sales also contribute to American prosperity by improving the U.S. balance of trade position, sustaining highly skilled jobs in the defense industrial base, and extending production lines and lowering unit costs for such key weapon systems as the M1A2 tank, F-16 aircraft, AH-64 helicopter, and F/A-18 aircraft.

The Department of Defense has launched a major effort to reform the current Foreign Military Sales system and ensure that this valuable program remains a credible foreign policy tool. The reform effort focuses on improving the FMS system's performance and adopting better business practices wherever possible. The framework of the reform effort was outlined in three white papers on process transparency; pricing, finance, and USG cost recovery; and arms/technology transfer. To improve transparency, the Department of Defense authorized routine release of the cost elements that determine the overall price of a sale. In addition, the Department of Defense is working with foreign governments and industry representatives to allow greater participation by the foreign purchaser in contract negotiations. The Department of Defense has proposed a legislative change in the area of pricing and USG cost recovery, which, if approved, would permit reimbursement of USG support to direct commercial sales. In addition, a performance based budgeting methodology for FMS administrative funds is being developed for implementation in FY 2002. To better serve industry and the foreign purchaser with licensing and disclosure issues, an ombudsman function has been established in the Defense Security Cooperation Agency.

## **FOREIGN MILITARY FINANCING**

The principal means of ensuring America's security is through the deterrence of potential aggressors who would threaten the United States or its allies. Foreign Military Financing, the U.S. government program for financing through grants or loans the acquisition of U.S. military articles, services, and training, supports U.S. regional stability goals and enables friends and allies to improve their defense capabilities. Congress appropriates FMF funds in the Foreign Operations budget; the Department of State allocates the funds for eligible allies and friends; and the Department of Defense executes the program. As FMF helps countries meet their legitimate defense needs; it also promotes U.S. national security interests by strengthening coalitions with allies and friends, cementing cooperative bilateral military relationships, and enhancing interoperability with U.S. forces. Because FMF monies are used to purchase U.S. military equipment and training, FMF contributes to a strong U.S. defense industrial base, which benefits both America's armed forces and American workers.

FMF grants in FY 2000 totaled \$4.79 billion, with the vast majority of funds earmarked to support the Middle East Peace Process. FMF is also being used to facilitate integration of Poland, Hungary, and the Czech Republic into NATO and to continue support of the Partnership for Peace (PfP) program. Specifically, PfP participating countries receive funding under the Warsaw Initiative to help them enhance their interoperability with NATO, improve their compatibility with and understanding of NATO practices and terminology, and participate in PfP exercises. It is also being used to sustain small defense and maritime forces promoting peace and security in the Caribbean island nations, to support worldwide demining, and to bolster the capabilities of African nations to respond to limited peace and humanitarian missions on the continent.

## **INTERNATIONAL MILITARY EDUCATION AND TRAINING**

The IMET program is perhaps the most cost-effective (\$49.8 million in FY 2000) foreign military assistance program. Last year, it supported grant military education and training for more than 9,000 foreign military and civilian defense personnel. Indeed, over half a million foreign personnel have been trained through IMET sponsorship over the past three decades. By attending courses and programs in the United States, future leaders of foreign defense and defense-related establishments are exposed to U.S. values, including respect for human rights, democratic institutions, and the role of a professional military under civilian control. Since 1991, the IMET program has expanded to nearly 30 new countries, primarily in Central Europe and the New Independent States of the former Soviet Union.

The IMET program fosters military-to-military relations and promotes military professionalism, both of which are key to the ability to conduct combined operations quickly and effectively and to enhance the self-defense capabilities of U.S. friends and allies. The regional commanders in chief rely on IMET as a key part of their engagement plans. IMET also trains small-unit and field commanders in the conduct of operations that are both effective and respectful of the rights of combatants and non-combatants. IMET courses fall into three categories: 50 percent Professional Military Education (e.g., Command and General Staff College); 30 percent Expanded IMET (e.g., Civil-Military Relations); and 20 percent technical training (e.g., aircraft engine repair).

Under Expanded IMET (E-IMET), international military and civilian students increase their ability to absorb and maintain basic democratic values by addressing issues of military justice, respect for internationally recognized human rights, effective management of defense resources, and improved civil-military relations. E-IMET is a major component of the U.S. engagement strategy in such places as Central America, Africa, and the New Independent States.

The IMET program remains one of DoD's highest priority foreign military assistance programs, and its effective implementation is one of the U.S. Military Departments' most important international missions. It is one of the least costly and most effective programs for maintaining U.S. influence and assisting countries in their transitions to functioning democracies.

<b>Military Assistance Programs</b>						<b>Table M-1</b>
<b>Program</b>	<b>FY 1996</b>	<b>FY 1997</b>	<b>FY 1998</b>	<b>FY 1999</b>	<b>FY 2000</b>	<b>FY 2001<sup>a</sup></b>
FMS (\$B)	10.5	8.8	8.6	12.2	12.1	12.8
FMF Grants (\$B)	3.28	3.22	3.3	3.4	4.78	3.55
FMF Loans (\$M)	544	297.5	100	0	0	0
IMET (\$M)	39	43.46	50	50	49.8	55
EDA Grants (\$M) <sup>b</sup>	615	341	273	350	314	<sup>c</sup>
EDA Sales (\$M) <sup>b</sup>	270	69	160	669	119	<sup>c</sup>
<sup>a</sup> Estimated						
<sup>b</sup> EDA figures reflect current value at time of notification.						
<sup>c</sup> EDA transfers are not projected for future years.						

## **DRAWDOWN AUTHORITIES**

Under Section 506 of the Foreign Assistance Act, the President can draw down defense articles from DoD inventories and provide defense services and military education and training to foreign governments and international organizations, on a grant basis. This authority is used primarily in response to military emergencies or to provide assistance for international narcotics control, international disaster relief, and refugee assistance. In 2000, drawdowns totaling \$80.6 million were authorized in support of such efforts as disaster relief for southern Africa, peacekeeping in Sierra Leone, humanitarian assistance in Venezuela due to mudslides, and establishing a program to support a transition to democracy in Iraq.

## **EXCESS DEFENSE ARTICLES**

Excess Defense Articles are the defense materiel, other than construction equipment, in excess of Approved Force Acquisition Objectives and Approved Force Retention Stock levels at the time such articles are dropped from the DoD inventory. EDA articles may be sold to eligible countries and international organizations under the FMS program, or transferred on a grant basis under Section 516 of the Foreign Assistance Act. EDA transfers enable the United States to meet its foreign policy goals by helping allies and friends improve their defense capabilities and, at the same time, benefit the military departments by relieving them of the costs resulting from the demilitarization and disposal of excess equipment. In FY 2000, EDA transfers totaling \$433 million (the current value of the equipment) were approved. Turkey, Jordan, Greece, Egypt, Israel, and Poland were the largest recipients of EDA offers consisting of such items as ships, aircraft, vehicles, and helicopters.

## **PEACEKEEPING**

The number of situations requiring peacekeeping operations has risen dramatically in the past few years. Various elements of foreign military assistance can provide support to peacekeeping operations in a variety of ways. Military equipment and services, including training, may be provided to individual countries or international organizations participating in selected regional peacekeeping operations through security assistance sale and lease programs or grant authorities. During FY 2000, military equipment and services were provided to nations contributing to peacekeeping efforts in Bosnia, Kosovo, and East Timor. The United Nations has also obtained a variety of military and support equipment on reimbursable leases and purchase agreements in support of peacekeeping programs in these troubled regions.

## **CONCLUSION**

Changes in the international security environment will continue to provide challenges for the foreign military assistance program. In many regards, the foreign military assistance mission has grown in scope and complexity with the expanded involvement of DoD in regional policy issues and coalition defense and with the growth of high visibility, nontraditional military assistance efforts in support of peacekeeping and demining. An effective foreign military assistance program, supporting U.S. national security interests and foreign policy objectives, remains a key part of U.S. security strategy. These programs work directly for the U.S. taxpayer, producing national security and economic benefits that far exceed the money spent, are important to the foreign policy agenda, and represent good investments in a future international environment friendly to American interests.

# APPENDIX N

## PERSONNEL TEMPO

This appendix responds to the National Defense Authorization Act (NDAA) for Fiscal Year 2000, Section 923, which requires the Department to report personnel tempo as part of the annual report. This year's data are the first compiled.

### **PERSONNEL TEMPO TERMS AND PROCEDURES**

The Army, Navy, Air Force and Marine Corps considers a member "deployed" when:

- On orders and;
- Performing duties in a training exercise or operation at a location or under circumstances that make it impossible or infeasible for the member to spend off-duty time in the housing at the member's permanent duty station or home port.

A member is not deployed when the member is:

- Performing service as a student or trainee at a school (including any government school);
- Performing administrative, guard, or detail duties in garrison at the member's permanent duty station; or
- Unavailable solely because of hospitalization (when not deployed) or as a result of discipline action.

### **APPROVAL AUTHORITY**

Each service will seek approval to keep a soldier, sailor, or airman deployed 182 days or more out of any 365 consecutive day period by the officer in the member's chain of command that is the lowest ranking general/admiral in that chain of command. When a soldier, sailor, or airman is deployed for 220 or more days out of any 365 consecutive day period, further deployment requires the approval of the service component commander in the member's operational chain of command, within a combatant command. For those individuals not assigned under the operational control of a combatant commander, the approval for deployment, or continued deployment shall be made by the member's service chief. The service chief may delegate this authority not lower than the personnel chief of that service.

### **OPTEMPO DEFINITION**

The Services, using the congressionally designated definition, define OPTEMPO as the rate at which units of the armed forces are involved in all military activities, including contingency operations, exercises and training deployments.

**TABLE N-1. ACTIVE DUTY END STRENGTH AND NUMBERS OF MEMBERS OF EACH OF THE ARMED FORCES DEPLOYED**

TABLE N-1 depicts the total active duty end strength of each of the four uniformed services, and the average number of personnel deployed in FY 2000.

Table N-1										
Active Duty End Strength and Numbers of Members of Each of the Armed Forces Deployed <sup>a</sup>										
	FY 1996		FY 1997		FY 1998		FY 1999		FY 2000	
	ES	Deployed	ES	Deployed	ES	Deployed	ES	Deployed	ES	Deployed
<b>Army</b>	491,103	Not Available	491,707	19,371	483,880	22,534	479,426	22,901	482,170	21,359
<b>Navy<sup>b</sup></b>	416,735	49,392	395,564	56,205	382,338	51,885	373,046	48,837	373,193	48,042
<b>Marine Corps</b>	174,870	16,468	173,882	20,273	173,112	23,760	172,655	24,301	173,325	20,587
<b>Air Force</b>	389,001	54,675	377,385	65,072	367,470	69,056	360,590	66,992	355,654	66,754

<sup>a</sup> Deployed to named operations as defined by JCS or Service. Excludes personnel residing overseas.

<sup>b</sup> Prior to October 1, 2000, Navy did not collect data on members deployed. Numbers shown represent a snapshot of estimated manning for deployed ships and squadrons. Numbers do include units not deployed on ships or personnel on TAD.

**TABLE N-2. NUMBER OF HIGH DEMAND/LOW DENSITY DEPLOYED–FY 2000**

TABLE N-2 provides data on High Demand/Low Density units. These are military units that are in high demand since their unique capabilities make them essential for a wide range of military operations. However, there are relatively few of these units. Hence, both their rate and length of deployment tends to be longer than for other military units.

Table N-2		
Number of Days High Demand/Low Density Units Deployed–FY 2000		
Asset <sup>a</sup>	Number of Deployment Days <sup>b</sup>	Goals Met? (Y/N) <sup>c</sup>
<b>Army</b>		
7th Chemical Company	54	Y
Technical Escort Unit	132	N
Patriot Battalions (Average)	83	N
1-1 Patriot Battalion	84	Y
2-1 Patriot Battalion	53	Y
2-3 Patriot Battalion	62	Y
1-7 Patriot Battalion	36	Y
5-7 Patriot Battalion	191	N
2-43 Patriot Battalion	46	Y
3-43 Patriot Battalion	57	Y
5-52 Patriot Battalion	155	Y
6-52 Patriot Battalion	63	Y

Table N-2			
Number of Days High Demand/Low Density Units Deployed–FY 2000 (Continued)			
Asset <sup>a</sup>		Number of Deployment Days <sup>b</sup>	Goals Met (Y/N) <sup>c</sup>
<b>Navy</b>			
EA-6B	VAQ 142	61	Y
EA-6B	VAQ 209	47	y
EA-6B	VAQ 135	90	Y
EA-6B	VAQ 133	138	Y
EA-6B	VAQ 135	121	Y
EA-6B	VAQ 142	60	Y
EA-6B	VAQ 128	164	Y
P-3	VPU 2	365	Y
P-3	VPU 1	365	Y
<b>Marine Corps</b>			
EA-6B	VMAQ	0	N/A
<b>Air Force</b>			
ABCCC	42 Abn Cmd Control Sq	43	Y
AWACS	961 Airborne Air Ctrl Sq	78	Y
AWACS	962 Airborne Air Ctrl Sq	66	Y
AWACS	963 Airborne Air Ctrl Sq	78	Y
AWACS	964 Airborne Air Ctrl Sq	77	Y
AWACS	965 Airborne Air Ctrl Sq	71	Y
Compass Call	41 Electronic Combat Sq	43	Y
Compass Call	43 Electronic Combat Sq	45	Y
GTACS	74 Air Control Sq	84	Y
GTACS	603 Air Control Sq	40	Y
GTACS	606 Air Control Sq	33	Y
GTACS	607 Air Control Sq	28	Y
GTACS	728 Air Control Sq	68	Y
GTACS	729 Air Control Sq	55	Y
HC-130	71 Rescue Sq	52	Y
HH-60	41 Rescue Sq	92	Y
HH-60	66 Rescue Sq	74	Y
JSTARS	12 Abn Cmd Control Sq	80	Y
MC-130E	711 Special Operations Sq	58	Y
MC-130P	09 Special Operations Sq	66	Y
MC-130P	17 Special Operations Sq	60	Y
MC-130P	67 Special Operations Sq	108	Y
MH-53	20 Special Operations Sq	64	Y
MH-53	21 Special Operations Sq	65	Y
MH-53	31 Special Operations Sq	47	Y
Predator	11 Reconnaissance Sq	48	Y

Table N-2			
Number of Days High Demand/Low Density Units Deployed–FY 2000 (Continued)			
Asset <sup>a</sup>		Number of Deployment Days <sup>b</sup>	Goals Met (Y/N) <sup>c</sup>
<b>Air Force (Continued)</b>			
Predator	15 Reconnaissance Sq	43	Y
RC-135V/W	25 Intelligence Sq	43	Y
RC-135V/W	38 Reconnaissance Sq	75	Y
RC-135V/W	45 Reconnaissance Sq	79	Y
RC-135V/W	97 Intelligence Sq	71	Y
RC-135V/W	390 Intelligence Sq	95	Y
RC-135V/W	488 Intelligence Sq	69	Y
U-2	99 Reconnaissance Sq	72	Y
<sup>a</sup> Assets defined in the JCS Global Force Management Policy (GFMP). <sup>b</sup> AF does not deploy entire units but typically deploys only portions of the unit (e.g., 6 aircraft and 8 crews versus 18 aircraft and 22 crews). <sup>c</sup> Goals met is defined as the asset currently being within a steady state.			

**TABLE N-3. DEPLOYMENT AND TRAINING DATA**

Table N-3 contains extensive data on deployment and training for units participating in named contingency operations or major training events in FY 2000. Table N-3 is not shown here due to the volume of data. This data is available upon request from DUSD(Readiness).

**TABLE N-4. AVERAGE NUMBER OF DAYS DEPLOYED AWAY FROM HOME STATION**

Starting in FY 2001, the Department’s personnel tempo management system will collect the average number of days a member of the armed forces was deployed away from the member's home station in accordance with the terms and procedures outlined above. These data will be included in next year’s Annual Defense Report as Table N-4.